



Università
Ca' Foscari
Venezia

Presidio della Qualità
di Ateneo

2019 Annual Research Report Department of Management

Reference period 2016-2018

INDEX

PART I: Research objectives	2
Section A - Statement of the Department research objectives and indicators	2
PART II: Human resources and scientific production	3
Section A – Human resources	3
Subsection A.1 – Research Personnel	3
Section B - Scientific production (2016-2018)	5
Subsection B.1 – Overall scientific production	5
Subsection B.2 - Overall Research output by Subject Area and Collaboration	6
Subsection B.3 – Bibliometric analysis by Faculty role	8
Subsection B.4 - Scientific production of newly recruited and promoted researchers in the three-year period	10
Subsection B.5 - Researchers with no scientific production	12
PART III: Resources, incentives, actions	13
Section A – Departmental research funding	13
Section B – Funding for research grants and scholarships	13
Subsection B.1 – Research Grant Holders	13
Subsection B.2 – Post-doc scholarships	13
Section C – Other departmental actions for research support	14
Section D – Other incentives	14
Section E – Internationalization actions	14
Subsection E.1 – Incoming and outgoing scholars and professors	14
Subsection E.2 – Other actions or internationalization incentives	16
PART IV: Assessment	17
Section A – External evaluation of Research activity	17
Subsection A.1 - Evaluation Unit	17
Section B – Self-evaluation of Research activity	17
Subsection B.1 - Indicators	17
Subsection B.2 – Review of the Departmental Research activity	18

PART I: Research objectives

Section A - Statement of the Department research objectives and indicators

Linee guida per la compilazione

In questa sezione il Dipartimento descrive i settori di ricerca nei quali opera e gli obiettivi di ricerca pluriennali, in linea con il piano strategico di Ateneo; fornisce, inoltre, obiettivi misurabili da raggiungere l'anno successivo, tenendo conto nella formulazione di criticità e punti di miglioramento. È opportuno fare riferimento a, o riportare, estratti di documenti strategici/programmatici del dipartimento.

Research carried out by members of the department spans a variety of fields. The most relevant thematic areas are: strategic management of innovation, the organization of networks, entrepreneurship, quantitative methods for management, environmental and financial sustainability of firms, management of cultural productions, the transformations and mobility of automotive industry, the internationalization of firms, behavioral finance, and the relationships between banks and firms.

All DMAN's laboratories develop their research activities through a strong interaction with firms, public institutions and practitioners. Inputs received from the world of practice fuel both basic research as well as applied research in various forms (such as action research). Each laboratory has developed a number of research projects entirely or partially funded by firms, private and public institutions, professionals.

Although the Department has achieved remarkable results in relating to local firms, public institutions and sponsors (for example, the Veneto region), further steps forward in research quality need to be made, especially in terms of publications on journals in QS and ISI WoS, as well as of participation to national and international research projects.

In this respect, the objective of the DMAN is to lead the quality of Research to a standing comparable with Departments of similar dimensions and resources operating at an international level.

In particular, consistently with the strategic objective of the University and the Development Plan of DMAN (<https://www.unive.it/pag/29348/>), the Department aims at:

1. reinforcing and increasing the scientific production and quality of the Department;
2. increasing the capability to access external research funds;
3. strengthening the research potential of the Department through the increase of research grants, aimed also at attracting foreign scholars;
4. developing a new basic and applied research area, consistently with the mission of the territory and the objectives of Industry 4.0.

With reference to the **first objective**, in view of the disciplinary heterogeneity of its research groups, the DMAN is involved in an active debate on evaluation issues and research promotion. The objective of improving the level of scientific production together with the placement on national and international rankings is a priority shared

by the whole faculty. Therefore, the Department has decided to develop and reinforce a set of research evaluation and promotion tools. This strategy is articulated on the following actions:

- 1.1) promotion of the publications' quality through evaluation/incentive tools, including channeling output towards ISI and SCOPUS indexed journals;
- 1.2) guidelines for recruitment;
- 1.3) sharing of knowledge and scientific production through seminars and publication in the Working Paper Series of the Department;
- 1.4) mentions and awards for research excellence;
- 1.5) funds for the participation to high quality conferences ('FEE' fund);
- 1.6) funds for submission fee for journals included in the ABS-DMAN list¹.

With reference to the **second objective**, the DMAN promotes the reduction of the teaching activity for principal investigators of European research projects. Furthermore, within the framework of the Excellence project, the DMAN will assign an award for fund-raising with the aim of increasing the amount of resources coming from competitive calls by 30% in 5 years (2018-2022).

With reference to the **third objective**, the development of a new generation of academics with an international standing is a strategic move for the future of the DMAN. Thus, the Department has regulated its research grants with the purpose to:

- 2.1) introduce a virtuous system for apportioning resources to the scientific disciplinary areas;
- 2.2) evaluate ex post the activities of research grants fellows in a transparent and rigorous manner.

Finally, the department is focusing on Analytical Intelligence for Management as a novel area of development. This field lies at the intersection between management studies and disciplines dealing with the emerging themes of big data and data analytics to deal with the most pressing issues facing practitioners and scholars (**fourth objective**).

¹ The ABS list was integrated with a limited number of highly relevant interdisciplinary journals that reflect the research interests of the department and that are not considered in the ABS list. The inclusion of additional journals was made based on faculty's proposals evaluated and assessed by the Research Committee and the Recruitment Committee. The new list is called 'ABS-DMAN'

PART II: Human resources and scientific production

Section A – Human resources

Subsection A.1 – Research Personnel

FACULTY

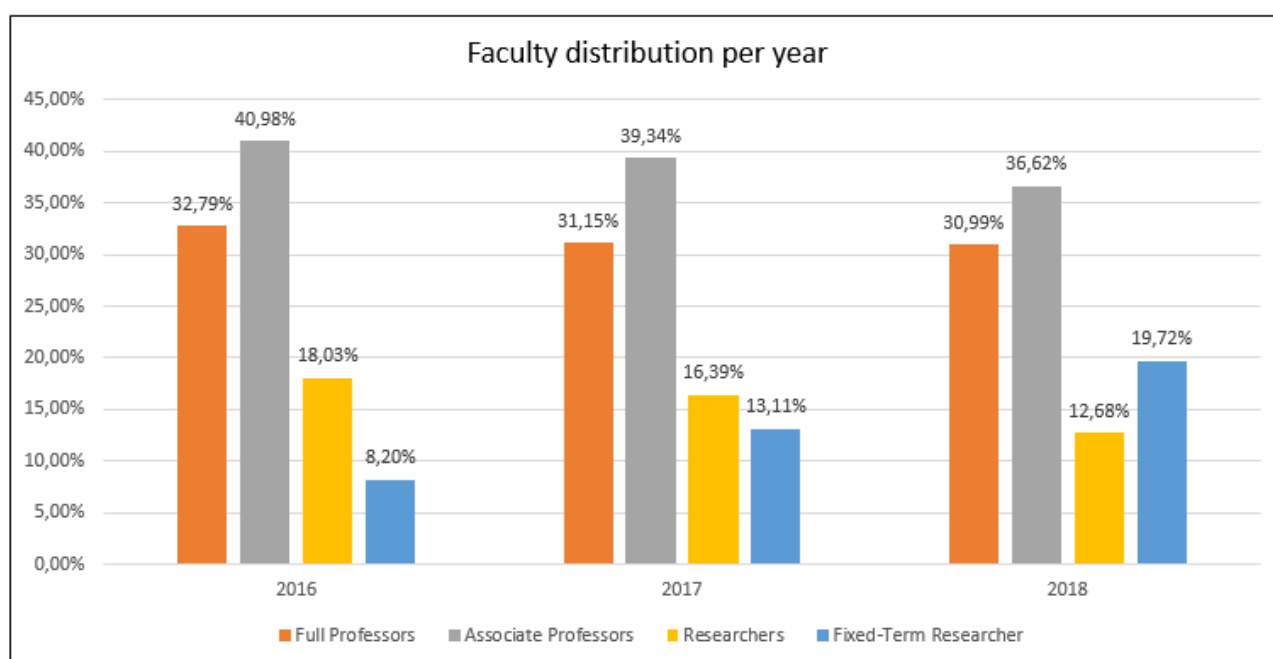
ROLE	2016	2017	2018
Full Professors	20	19	22
Associate Professors	25	24	26
Researchers	11	10	9
Fixed-Term Researchers	5	8	14
TOTAL	61	61	71

Data observed at 31 December of every year

RESEARCH GRANT HOLDERS AND PHD STUDENTS

ROLE	2016	2017	2018
Research Grant Holders [Assegnisti]	30	29	31
PhD students	21	20	22

Research grant / PhD course starting year



FACULTY - ACADEMIC DISCIPLINE

CUN SCIENTIFIC AREA	ITALIAN SSD - DESCRIPTION	2016	2017	2018
01 - MATHEMATICS AND INFORMATICS	MAT/09 - OPERATIONS RESEARCH	3	3	3
07 - AGRICULTURAL AND VETERINARY SCIENCES	AGR/01 - AGRICULTURAL ECONOMICS AND RURAL APPRAISAL	2	1	1
12 - LAW STUDIES	IUS/07 - LABOUR LAW	1	1	2
	IUS/12 - TAX LAW	3	3	4
13 - ECONOMICS AND STATISTICS	SECS-P/01 - ECONOMICS	-	-	1
	SECS-P/07 - BUSINESS ADMINISTRATION AND ACCOUNTING STUDIES	17	16	19
	SECS-P/08 - MANAGEMENT	16	18	20
	SECS-P/09 - CORPORATE FINANCE	4	5	5
	SECS-P/10 - ORGANIZATION AND HUMAN RESOURCE MANAGEMENT	4	4	4
	SECS-P/11 - FINANCIAL MARKETS AND INSTITUTIONS	3	3	4
	SECS-P/12 - ECONOMIC HISTORY	2	2	2
	SECS-S/01 1 STATISTICS	-	-	1
	SECS-S/03 - ECONOMIC STATISTICS	1	1	1
	SECS-S/06 - MATHEMATICAL METHODS OF ECONOMICS, FINANCE AND ACTUARIAL SCIENCES	5	4	4
	TOTAL	61	61	71

Section B - Scientific production (2016-2018)

Subsection B.1 – Overall scientific production

TOTAL SCIENTIFIC PRODUCTION²

ARCA CLASSIFICATION	2016	2017	2018	TOTAL
Books	16	12	12	40
Journal articles	77	92	82	251
Book chapters	86	62	123	271
Conference proceedings	16	14	12	42
Book editing activities	12	6	15	33
Other	10	10	14	34
TOTAL	217	196	258	671

DEPARTMENTAL SCIENTIFIC PRODUCTION DETAILS

	2016	2017	2018	TOTAL
Scopus publications ³	62	98	46	206
Articles in ANVUR “Class A” Journals ⁴	23	32	30	85
Publications in English ⁵	101	87	92	280

NUMBER OF PUBLICATIONS IN ABS-DMAN LIST

Fascia ABS-DMAN*	2016	2017	2018	TOTAL
1	6	7	3	16
2	12	9	15	36
3	6	20	8	34
4	6	4	6	16
4*	-	2	2	4
TOTAL	30	42	34	106

² Source: [University Repository ARCA](#). Only publications with an ISBN/ISSN code have been considered. Conferences abstracts and posters have been **excluded** from the count of Conference Proceedings. Date of recognition: 28.10.2019

³ Source: **Scopus**, all document type.

⁴ Source: **ARCA**. Limited to CUN Area 13 (Economics). Articles inclusion in “Class A” Journal depends from the Academic Recruitment Field of the authors.

⁵ Source: **ARCA**.

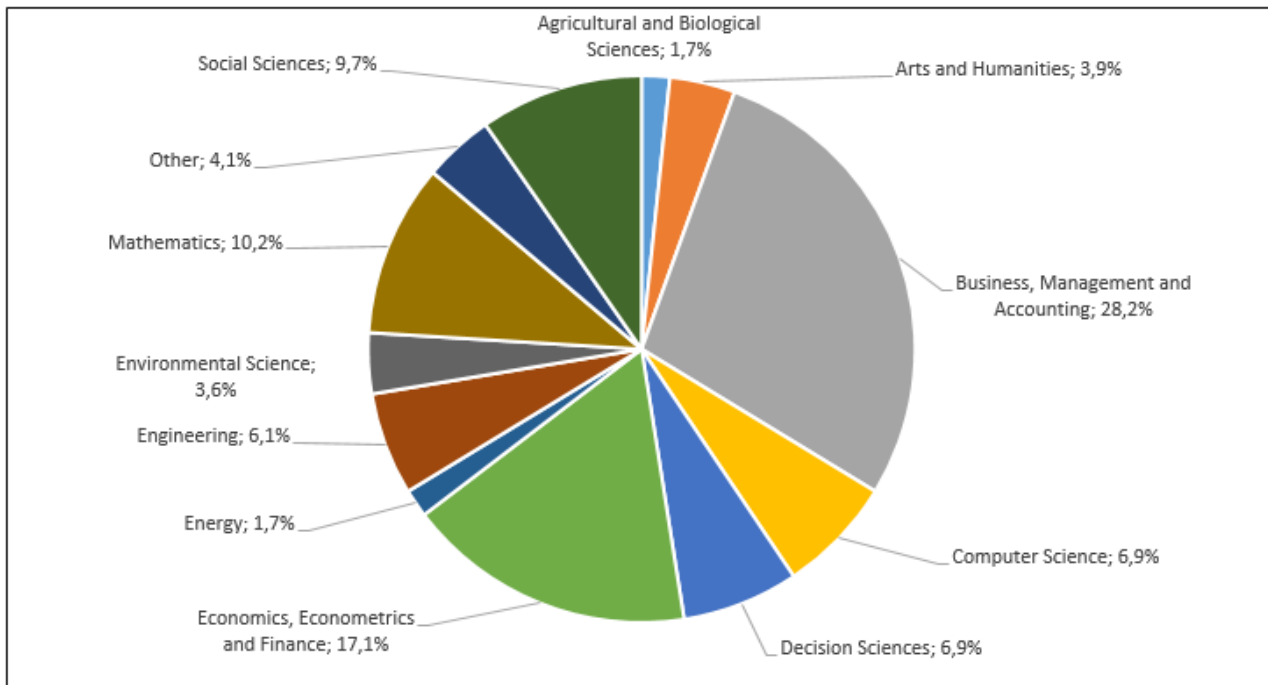
*The ABS list was integrated with a limited number of highly relevant interdisciplinary journals that reflect the research interests of the department and that are not considered in the ABS list. The inclusion of additional journals was made based on faculty's proposals evaluated and assessed by the Research Committee and the Recruitment Committee. The new list is called 'ABS-DMAN'

INTERNATIONAL CO-AUTHORED PUBLICATIONS

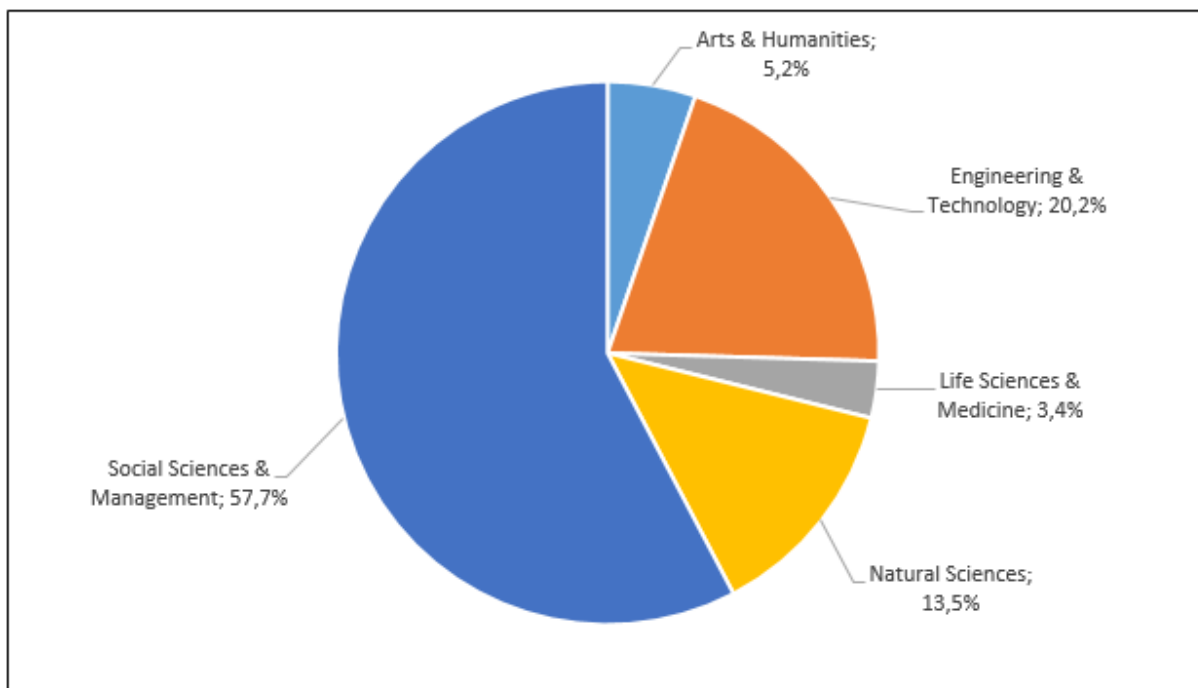
	2016	2017	2018	Total
Books	1	0	1	2
Research Articles	22	28	29	79
Chapters of books	13	6	9	28
Proceedings	2	8	8	18
Curatela	4	2	2	8
Others	5	7	8	20
Total	47	51	57	155

Subsection B.2 - Overall Research output by Subject Area and Collaboration
 By SciVal – Overview module. All document type. Faculty detected at 31.12.2018

ASJC Subject Category distribution 2016-2018

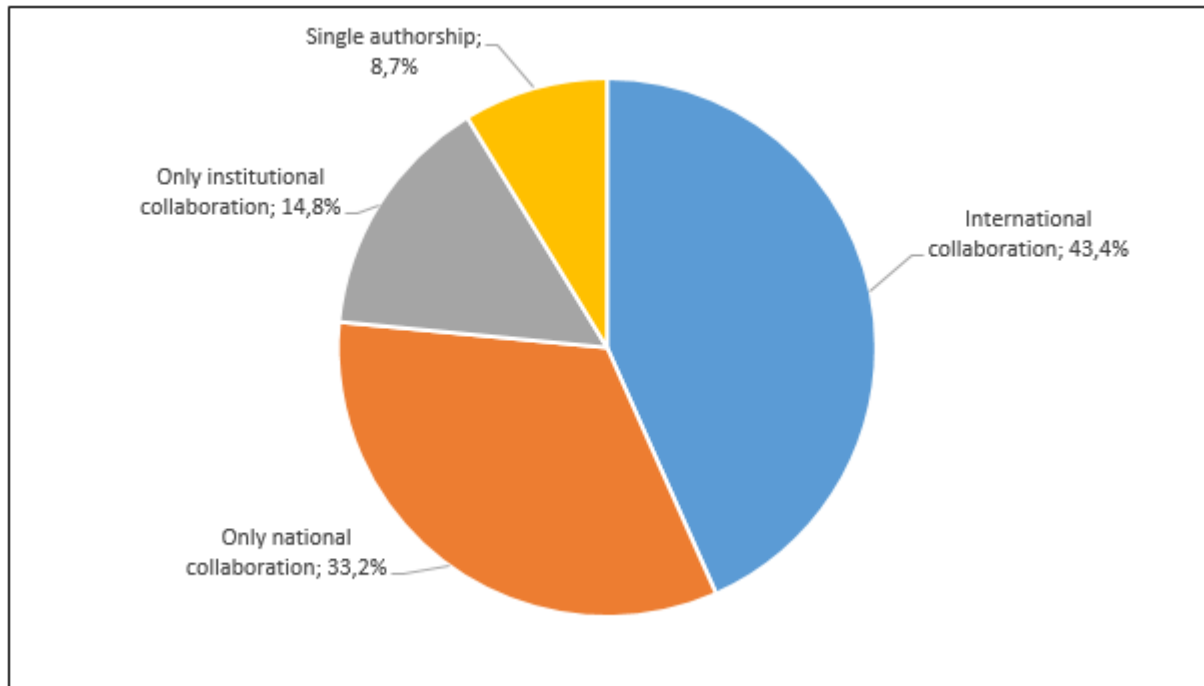


QS Subject Category distribution 2016-2018



Scopus scholarly output by amounts of international, national and institutional collaboration

Collaboration	%	Scholarly Output 2016-2018	Citations	Citations per Publication	Field-Weighted Citation Impact
International	43.4%	85	535	6,3	2,21
Only national	33.2%	65	335	5,2	1,25
Only institutional	14.8%	29	98	3,4	1,06
Single authorship	8.7%	17	32	1,9	0,55



Subsection B.3 – Bibliometric analysis by Faculty role

By SciVal – Benchmarking Module. Document type: Articles; Books; Book chapters; Conference papers; Reviews

Faculty observed at: 31.12.2018

Scientific production: three-year period 2016-2018

FACULTY	In staff	In Scopus	Scopus scholarly output	Citation count (2016-2018)	Citation per publication	FWCI (2016-2018)	Top 10 citation percentile (%)	To Ci (%)
Full Professors	22	19	52	312	6,0	2,16	19,2	
Associate Professors	26	23	91	525	5,8	1,7	16,5	
Researchers	9	6	26	128	4,9	1,16	19,2	
Fixed-Term Researchers	14	13	31	142	4,6	1,16	12,9	
OVERALL	71	61	178	981	5,5	1,65	16,3	

Faculty observed at: 31.12.2018

Scientific production: 2018

FACULTY	In staff	In Scopus	Scopus scholarly output	Citation count	Citation per publication	FWCI	Top 10 citation percentile (%)	To Ci (%)
Full Professors	22	19	9	112	12,4	7,25	55,6	
Associate Professors	26	23	22	76	3,5	2,1	22,7	
Researchers	9	6	6	12	2,0	1,08	16,7	
Fixed-Term Researchers	14	13	7	16	2,3	1,28	14,3	
OVERALL	71	61	38	175	4,6	2,71	23,7	

Faculty observed at: 31.12.2017

Scientific production: 2017

FACULTY	In staff	In Scopus	Scopus scholarly output	Citation count	Citation per publication	FWCI	Top 10 citation percentile (%)	To Ci (%)
Full Professors	19	16	19	65	3,4	0,83	10,5	
Associate Professors	24	21	24	79	3,3	1,35	8,3	
Researchers	10	7	14	89	6,4	1,29	21,4	
Fixed-Term Researchers	8	8	14	67	4,8	1,20	14,3	
OVERALL	61	52	63	277	4,4	1,21	12,7	

Faculty observed at: 31.12.2016

Scientific production: 2016

FACULTY	In staff	In Scopus	Scopus scholarly output	Citation count	Citation per publication	FWCI	Top 10 citation percentile (%)	To Ci (%)
Full Professors	20	16	13	55	4,2	0,59	7,7	
Associate Professors	25	21	17	95	5,6	1,05	5,9	
Researchers	11	8	13	89	6,8	1,5	15,4	
Fixed-Term Researchers	5	5	4	30	7,5	1,05	25	
OVERALL	61	50	43	260	6,0	1,1	11,6	

Subsection B.4 - Scientific production of newly recruited and promoted researchers
in the three-year period

NEWLY RECRUITED RESEARCHERS

ENTRY ROLE AT CA' FOSCARI	Number	ARCA products ⁶	Products indexed in Scopus ⁷	ANVUR Class A Journals ⁸
Full Professors	-	-	-	-
Associate Professors	4	62	38	21
Fixed-Term Researchers	11	129	25	19

PROMOTED RESEARCHERS

ACQUIRED ROLE AT CA' FOSCARI	Number	ARCA products	Products indexed in Scopus	ANVUR Class A Journals
Full Professors	5	59	17	8
Associate Professors	3	36	19	3
Fixed-Term Researchers/Type B	2	28	4	4

⁶ Source: **ARCA** Repository. Only publications with an ISBN/ISSN code have been considered. Conferences abstracts and posters have been **excluded** from the count of Conference Proceedings. Date of recognition: 28.10.2019

⁷ Source: **Scopus**.

⁸ Limited to CUN Area 13 (Economics). Articles inclusion in "Class A" Journal depends from the Academic Recruitment Field of the authors.

NEWLY RECRUITED AND PROMOTED RESEARCHERS - BIBLIOMETRIC ANALYSIS

By SciVal – Benchmarking Module. Document type: Articles; Books; Book chapters; Conference papers; Reviews

Newly recruited researchers in the three-year period 2016-2018

Scientific production: three-year period 2016-2018

FACULTY	In staff	In Scopus	Scopus scholarly output	Citation count (2016-2018)	Citation per publication	FWCI (2016-2018)	Top 10 citation percentile (%)	Top 10 citation percentile (%)
Full Professors	-	-	-	-	-	-	-	-
Associate Professors	4	4	38	289	7,6	2,35	23,7	
Fixed-Term Researchers	11	10	25	121	4,8	1,19	12,0	
OVERALL	15	14	63	410	6,5	1,89	19,0	

Promoted researchers in the three-year period 2016-2018

Scientific production: three-year period 2016-2018

FACULTY	In staff	In Scopus	Scopus scholarly output	Citation count (2016-2018)	Citation per publication	FWCI (2016-2018)	Top 10 citation percentile (%)	Top 10 citation percentile (%)
Full Professors	5	5	17	121	7,1	2,65	23,5	
Associate Professors	3	3	19	114	6,0	1,45	15,8	
Fixed-Term Researchers (Type B)	2	2	4	19	4,8	1,42	25,0	
OVERALL	10	10	40	254	6,4	1,95	20,0	

Subsection B.5 - Researchers with no scientific production⁹

RESEARCHERS WITH NO SCIENTIFIC PRODUCTION

Full Professors	Associate Professors	Researchers	Fixed-Term Researchers [Ricercatori t-det]
-	-	-	-

RESEARCHERS WITH NO SCIENTIFIC PRODUCTION RECRUITED/PROMOTED IN THE THREE-YEAR PERIOD 2016-2018

Full Professors	Associate Professors	Researchers	Fixed-Term Researchers [Ricercatori t-det]
-	-	-	-

COMMENTS CONCERNING THE CRITICAL ISSUES (IN PARTICULAR AS REGARDS RESEARCHERS WITH NO SCIENTIFIC PRODUCTION)

⁹ Researchers with no scientific publications in the three-year period (source: University Repository ARCA)

PART III: Resources, incentives, actions

Nelle sezioni e nei quadri della Parte III il Dipartimento specifica quante risorse proprie sono state dedicate alla ricerca, con quali criteri sono state distribuite, che risultati sono stati ottenuti.

Section A – Departmental research funding

Linee guida per la compilazione

Indicare come sono distribuite le risorse dipartimentali per la ricerca (ad esempio mettendo un link al regolamento ADIR), quali sono stati i risultati delle assegnazioni e i criteri di valutazione degli stessi.

Departmental research funding divided by the different actions / incentives are shown in the first table. Since 2018 the funds of the 'Excellence Project' have been added to the department's resources as indicated in the second table.

Within the University regulatory framework, the Department has adopted a Regulation for the allocation of Departmental research funding

(https://www.unive.it/pag/fileadmin/user_upload/dipartimenti/management/documenti/ricerca/Reg_DMANN_2018_in_vigore_dal_24_luglio.pdf). Evaluation criteria acknowledge the importance, for all the Department disciplinary areas, to publish in English, to be visible on major international repositories, and to submit scientific production through qualified peer review processes.

Year	Budget	ADIR	Research grants – type A	Seminars	Research Awards	Conference FEE	Proof Reading
2018	182.400	90.000	78.000	8.000	3.000	1.500	1.900
2017	193.900	90.000	87.000	8.000	3.000	1.500	4.400
2016	187.000	75.000	87.000	8.000	3.000	14.000	0

Year	Budget derived from 'Excellence project'	Research grants	Incentives for high quality of research	Incentives for fund raising
2018	170.000	60.000	70.000	40.000

Section B – Funding for research grants and scholarships

Linee guida per la compilazione

Indicare eventuali regolamenti/criteri dipartimentali di assegnazione delle risorse per assegni (Research grant positions) e borse di ricerca (Post-doc scholarships). Fornire ad esempio il link al regolamento considerato, descrivere quali sono stati i risultati delle assegnazioni e i criteri di valutazione degli stessi.

Following the University Regulation for awarding of research fellowships (DR n. 1 of 9/01/2017), the Department acknowledges three typologies of research fellowships: area fellowships (type A), fellowships on specific projects (type B), and ESF fellowships (<https://www.unive.it/pag/12328/>). ESF fellowships are technically comparable to type B ones, but they are funded by the Veneto Region on the European Social Fund following specific conditions. To obtain a positive assessment at the end of the research fellowship, a fellow has to meet the following minimum output standards: “Within one month from the expiration of the contract, the fellow is required to document the presentation of research results at a national or international conference, or at a Department seminar; produce a Department Working Paper or a Nota di Ricerca, or any other publication valid for an assessment following the criteria for the allocation of Departmental research funding (AdiR).”

Funding sources	Number of Research grant positions
Type A fellowships – Departmental funds	12
Type B fellowships – External funds	49
ESF fellowships – Veneto Region funds	27

Subsection B.1 – Research Grant Holders

Research grant holder	SSD	Research Topic	Funding sources
AGOSTINI Marisa (2016)	SECS-P/07	Accounting ed Accounting history	Dipartimento
ARKHIPOVA Daria (2017)	SECS-P/07	Modelli di sviluppo, integrazione e governo delle tecnologie dell’informazione e comunicazione come leva competitiva	Stevanato Group SpA
ARKHIPOVA Daria (2018)	SECS-P/07	Modelli di sviluppo, integrazione e governo delle tecnologie dell’informazione e comunicazione come leva competitiva	Stevanato Group SpA
ARZU Daniela (2017)	Finanza aziendale	Il modello di Rating Integrato e la sua applicazione ad un progetto di spin-off	Fondazione Luciano Iglesias e Fondazione Ca' Foscari
BARETTA Giulia (2018)	SECS-P/07	Implementazione e Analisi Sociologica, Organizzativa e Manageriale di progetti di Smart Manufacturing. Rapporto Uomo-Macchina nella realtà aumentata	FSE - Assegno Fondo Sociale Europeo – D.D.R. n. 522 del 31/05/2018 di durata 12 mesi cod. 2120-12-11-2018

BONAZZI Michele (2016)	SECS-P/08	Onnivivorismo culturale e aspetti della fruizione dei prodotti culturali. Il consumo di cultura e la ricerca del beneficio artistico	Dipartimento + Fondazione Ca' Foscari
BONETTO Greta (2016)	BIO/10	Analysis of the potential applications of research results in the fields of: chemical and environmental.	MISE 50% Ateneo 50%
BONETTO Greta (2017)	BIO/10	Analysis of the potential applications of research results in the fields of: chemical and environmental.	MISE 50% Ateneo 50%
BONETTO Greta (2018)	BIO/10	Analysis of the potential applications of research results in the fields of: chemical and environmental.	MISE 50% Ateneo 50%
BRAVIN Alessia (2017)	SECS-P/07	L'impatto dell'Industria 4.0. sui modelli di business delle imprese del Made in Italy - L'impatto dell'Industria 4.0 nel design della strategia delle imprese dell'automazione	FSE - Assegno Fondo Sociale Europeo – D.D.R. n. 514 del 02/05/2 di durata 12 mesi cod. 2120-43-2216-2016
BRUNI Elena (2017)	Area SECS-P/10	Competences at work to innovate	Dipartimento
BRUNI Elena (2018)	SECS-P/07	Implementazione e Analisi Sociologica, Organizzativa e Manageriale di progetti di Smart Manufacturing. Analisi dei processi decisionali e cognitivi delle aziende data-driven	FSE - Assegno Fondo Sociale Europeo – D.D.R. n. 522 del 31/05/2018 di durata 12 mesi cod. 2120-12-11-2018
CAMPIONI Maddalena (2017)	SECS-P/10	Nuovi modelli organizzativi per la sanità	Convenzione Quadro Regione Veneto
CARLET Viviana (2016)	SECS-P/07	Arte e Business. Accrescere il contenuto creativo-culturale delle imprese venete - Artificare l'impresa: l'impatto delle produzioni artistiche sui processi organizzativi e sull'innovazione strategica	FSE - Assegno Fondo Sociale Europeo – D.D.R. n. 88 del 07/06/2016 di durata 12 mesi cod. 2120-29-2121-2015
CAROLO Silvia Maria (2018)	SECS-P/07	Atmosfere Creative. Distrettualizzazione innovativa di motori culturali e servizi di aumento del valore responsabile scientifico	Interreg MED - SMATH project
CASARIN Veronica (2016)	SECS-P/07	Il valore della formazione per il lavoro che cambia. Alla ricerca di indicatori di performance multidimensionali - Indicatori multidimensionali di impatto delle politiche innovative di valorizzazione del capitale umano per la competitività delle aziende	FSE - Assegno Fondo Sociale Europeo – D.D.R. n. 88 del 07/06/2016 di durata 12 mesi cod. 2120-31-2121-2015
CAVALLO Raffaella (2016)	SECS-P/08	Le sfide alle strategie di web marketing nel settore dei prodotti educativi per infanzia ed adolescenza	Dipartimento + Fondazione Radio Magica

CAVALLO Raffaella (2017)	SECS-P/08	Le sfide alle strategie di web marketing nel settore dei prodotti educativi per infanzia ed adolescenza	Dipartimento + Fondazione Radio Magica
CAVARA Rachele (2018)	SECS-P/08	Processi editoriali e innovazione 4.0: recuperare valore attraverso la sinergia fra analogico e digitale - L'archivio digitale come strumento di valorizzazione del patrimonio editoriale	FSE - Assegno Fondo Sociale Europeo – D.D.R. n. 522 del 31/05/2018 di durata 12 mesi cod. 2122-4-11-2018
CECCHINI Isabella (2016)	Area SECS-P/12	The sugar industry in early modern Venice, c. 1550 – 1800: global trade, consumption and institutional response in a declining economy	Dipartimento
CHINI Irene (2016)	SECS-P/08	Rigenerazione urbana e valorizzazione di Vega Park, attraverso la collaborazione tra università e impresa nel campo della creatività, dell'innovazione e della progettazione	FSE - Assegno Fondo Sociale Europeo – D.D.R. n. 88 del 07/06/2016 di durata 12 mesi cod. 2122-39-2121-2015
COCO Nunzia (2018)	SECS-P/08	Processi editoriali e innovazione 4.0: recuperare valore attraverso la sinergia fra analogico e digitale - Nuovi modelli di business in ambito culturale e creativo	FSE - Assegno Fondo Sociale Europeo – D.D.R. n. 522 del 31/05/2018 di durata 12 mesi cod. 2122-4-11-2018
COLLAVIZZA Isabella (2016)	SECS-P/08	Gestire il design in contesti di innovazione: pratiche e processi di apprendimento - Valorizzare le pratiche del design: costruzione dell'archivio e narrazione del design attraverso processi di costruzione di senso	FSE - Assegno Fondo Sociale Europeo – D.D.R. n. 88 del 07/06/2016 di durata 12 mesi cod. 2120-28-2121-2015
CONTE Silvia (2016)	SECS-P/08	Rigenerazione urbana e competitività del territorio tramite l'innovazione sociale, le industrie creative e l'imprenditorialità culturale - Industrie creative: sostenibilità, innovazione e valorizzazione competitiva dei saperi tradizionali	FSE - Assegno Fondo Sociale Europeo – D.D.R. n. 88 del 07/06/2016 di durata 12 mesi cod. 2122-37-2121-2015
COREA Francesco (2018)	Area SECS-P/09	Exponential Technologies and Risk Management	Dipartimento
CORLETTO Laura (2018)	SECS-P/07	La gestione di un acceleratore transfrontaliero d'impresa	Interreg Italia-Slovenia - CAB project
CRUCIANI Caterina (2016)	SECS-P/11	Relazioni di fiducia nella consulenza finanziaria	Dipartimento + fondi docente (Warglien)

CRUCIANI Caterina (2017)	SECS-P/11	Relazioni di fiducia nella consulenza finanziaria	€ 6.090,75 fondi docente (Warglien) ; € 11.499,99 FUDD 2017;€ 6.296,01 finanziamento di Ateneo ex delibera Consiglio di Amministrazione del 09/06/2017
DI TOLLO Giacomo (2017)	Area MAT/09	Slot allocation for ports	Dipartimento
DISTEFANO Veronica (2018)	SECS/S01	Analisi di sistemi complessi con alta dimensionalità	Progetto ECLT.GLAXO
DORIGO Lorenzo (2017)	SECS-P/07	L'evoluzione dei sistemi di management accounting negli ospedali per intensità di cura	Convenzione Quadro Regione Veneto
FALCOMER Mattia (2016)	SECS-P/07	Evoluzione della separazione contabile nei settori regolati e problematiche di integrazione di nuovi settori	Convenzione AEEGSI
FALCOMER Mattia (2017)	SECS-P/07	Evoluzione della separazione contabile nei settori regolati e problematiche di integrazione di nuovi settori	Convenzione AEEGSI
FALCOMER Mattia (2018)	SECS-P/07	Separazione contabile per nuovi settori regolati da ARERA: Servizio Idrico, Small Scale LNG e rifiuti	Convenzione ARERA (ex AEEGSI)
FALSONE Maurizio (2016)	IUS/07	Contrattazione aziendale e nuove forme di organizzazione del lavoro	Fondazione Ca' Foscari
FASAN Marco (2018)	SECS-P/08	Costruzione di un modello per l'analisi e la governance di medio-lungo termine dei flussi di mobilità regionale e transfrontaliera nell'area del programma comunitario Interreg Italia-Slovenia	Interreg Italia-Slovenia - CROSSMOBY project
FRANCESCHINI Samuela (2016)	ING-IND/34	Analysis of the potential applications of research results in the fields of: environmental and computer science.	MISE 50% Ateneo 50%
FRANCESCHINI Samuela (2017)	ING-IND/34	Analysis of the potential applications of research results in the fields of: environmental and computer science.	MISE 50% Ateneo 50%
FRANCESCHINI Samuela (2018)	ING-IND/34	Analysis of the potential applications of research results in the fields of: environmental and computer science.	MISE 50% Ateneo 50%
GOFFREDO Giovanni (2016)	SECS-P/08	Strategie di marketing per le aziende venete del settore meccanica nel mercato business to business in Cina	FSE - Assegno Fondo Sociale Europeo – D.D.R. n. 88 del 07/06/2016 di durata 12 mesi cod. 2120-24-2121-2015

GRISBERGH Matteo (2018)	SECS-P/07	Progettazione di un acceleratore d'impresa	Interreg Italia-Slovenia - CAB project
GRITTI Elisa (2018)	SECS-P/07	Implementazione e Analisi Sociologica, Organizzativa e Manageriale di progetti di Smart Manufacturing	FSE - Assegno Fondo Sociale Europeo – D.D.R. n. 522 del 31/05/2018 di durata 12 mesi cod. 2120-12-11-2018
GUIDONE Teresa (2017)	SECS-P/09	Progettazione, pianificazione e attivazione di un campus per lo svolgimento, in Italia, di attività didattiche, gestito da istituzioni accademiche di rango internazionale: il caso del Campus HERMES-Universities di Strasburgo a Treviso	Fondazione Luciano Iglesias, Association HERMES-Universities
GUSSO Riccardo (2016)	Area MAT/09	Application of evolutionary computation techniques to outranking based multi criteria decision aid methods	Dipartimento
HU Lala (2017)	Area SECS-P/08	Consumer adoption and role of digital media in the strategies of foreign brands in China	Dipartimento
JONAITYTE Inga (2017)	SECS-P/08	Allocazione dell'attenzione nelle decisioni interattive in ambienti dinamici - Selective attention allocation for joint decision making in dynamic environments	Progetto COPE
JONAITYTE Inga (2018)	SECS-P/08	Allocazione dell'attenzione nelle decisioni interattive in ambienti dinamici - Selective attention allocation for joint decision making in dynamic environments	Progetto COPE
LANDI Stefano (2016)	SECS-P/07	Investimenti sostenibili nell'innovazione tecnologica in sanità	Convenzione Regenlab
LANDI Stefano (2017)	SECS-P/07	Investimenti sostenibili nell'innovazione tecnologica in sanità	Convenzione Regenlab + dipartimento
LANDI Stefano (2018)	SECS-P/07	Investimenti sostenibili nell'innovazione tecnologica in sanità	Convenzione Regenlab+ dipartimento
LANZINI Pietro (2016)	Area SECS-P/08	Investigating the determinants of travel mode choice in urban settings: an extension of the Theory of Planned Behavior model	Dipartimento
LAZZER Gianpaolo (2016)	SECS-P/07	Oltre l'esperienza. Consumo e trasformazioni	Dipartimento + UNOX Spa

LAZZER Gianpaolo (2017)	SECS-P/07	Oltre l'esperienza. Consumo e trasformazioni	€ 17.373,34 progetto MAN.IBPMS2012; € 23.000,00 finanziamento Convenzione Strategy Innovation € 4.709,86 finanziamento di Ateneo ex delibera Consiglio di Amministrazione del 09/06/2017
LIUZZI Danilo (2016)	SECS-S/06	Interazioni in sistemi economici complessi: innovazione, contagio e crisi	Dipartimento + fondi docente (Li Calzi) + Progetto di Ateneo 2015 Tolotti
MAGGISTRO Rosario (2018)	MAT/09	Smart Cities: il contributo del Data Science per la qualità e sostenibilità delle esperienze di visita - Un modello prototipale di Big Data Analytics sui comportamenti di passeggeri e visitatori	FSE - Assegno Fondo Sociale Europeo – D.D.R. n. 522 del 31/05/2018 di durata 12 mesi cod. 2120-19-11-2018
MARINO Alba (2017)	SECS-P/08	Inter- and intra-organizational global knowledge networks: a multi-level analysis of antecedents and implications	Dipartimento + Premio Ateneo 2016
MARRONE Marco (2017)	SECS-P/08	IT and the future of work: democracy vs. technocracy in the workplace	€ 10.000,00 finanziamento International Center for Humanities and Social Change (ICHSC); € 9.133,33 progetto MAN.IBPMS2012 anticipata n. 29657/2017; € 4.566,67 finanziamento Dipartimento
MARRONE Marco (2018)	SECS-P/08	IT and the future of work: democracy vs. technocracy in the workplace	€ 20.000,00 finanziamento International Center for Humanities and Social Change (ICHSC); € 4.000,00 Rickmers (Contamination Lab)
MASIERO Eleonora (2018)	SECS-P/07	Imprese da favola. Capire e comunicare l'identità d'impresa con la narrazione fiabesca	FSE - Assegno Fondo Sociale Europeo – D.D.R. n. 522 del 31/05/2018 di durata 12 mesi cod. 2120-7-11-2018
MEOLI Azzurra (2017)	ING-IND/35	Development of innovative models for the promotion and enhancement of the University's patent portfolio.	MISE 50% Ateneo 50%
MINGOTTO Erica (2017)	SECS-P/08	Robotica e intelligenza artificiale per l'innovazione nei processi: una sperimentazione nell'ambito dei business della ristorazione	FSE - Assegno Fondo Sociale Europeo – D.D.R. n. 514 del 02/05/2 di durata 12 mesi cod. 2120-37-2216-2016

MINGOTTO Erica (2018)	SECS-P/08	Smart Cities: il contributo del Data Science per la qualità e sostenibilità delle esperienze di visita - Un modello di interpretazione dei dati per lo sviluppo di nuovi servizi diretti a migliorare la qualità e sostenibilità delle esperienze di visita	FSE - Assegno Fondo Sociale Europeo – D.D.R. n. 522 del 31/05/2018 di durata 12 mesi cod. 2120-19-11-2018
MOOLHUIJSEN Nicole (2016)	SECS-P/08	Rigenerazione urbana e competitività del territorio tramite l'innovazione sociale, le industrie creative e l'imprenditorialità culturale - Percorsi espositivi e narrazione: valorizzazione del cultural heritage attraverso l'innovazione dell'esperienza di fruizione	FSE - Assegno Fondo Sociale Europeo – D.D.R. n. 88 del 07/06/2016 di durata 12 mesi cod. 2122-37-2121-2015
MORETTI Anna (2016)	Area SECS-P/08	Network of interdependencies in the automotive industry: evolutionary dynamics and performance implications	Dipartimento
MÜHLENBERND Roland (2017)	SECS-S/06	Models of strategic interaction under competing cultural frames"	H2020 - ODYCCEUS project
NEGRI Giulia (2016)	SECS-P/07	Il valore della formazione per il lavoro che cambia. Alla ricerca di indicatori di performance multidimensionali	FSE - Assegno Fondo Sociale Europeo – D.D.R. n. 88 del 07/06/2016 di durata 12 mesi cod. 2120-31-2121-2015
PANFILO Silvia (2018)	Area SECS-P/07	Corporate reporting informativeness to financial capital providers about a company' credit risk: the role of IR	Dipartimento (progetto di Eccellenza)
PAVAN Daniela (2016)	SECS-P/08	Gestire il design in contesti di innovazione: pratiche e processi di apprendimento - Processi di apprendimento e formazione "design inspired"	FSE - Assegno Fondo Sociale Europeo – D.D.R. n. 88 del 07/06/2016 di durata 12 mesi cod. 2120-28-2121-2015
PETRIS Matteo (2018)	MAT/09	Modelli e Metodi per problemi di ship scheduling	PRIN Progetto di Rilevanza Nazionale PRIN 2015 – Smart PORT Terminals - SPORT" + fondi docente (Pesenti)
PETTINELLI Roberto (2018)	IUS/07	Cross-national knowledge networks and knowledge sourcing strategies in turbulent business ecosystems	Dipartimento + Fondazione Ca' Foscari
PLECHERO Monica (2016)	Area 13/B2	Alla ricerca di nuovi modelli di business: il riposizionamento delle imprese italiane nel contesto della concorrenza globale	Dipartimento

PORCHIA Foscara (2016)	SECS-P/07	Rigenerazione urbana e competitività del territorio tramite l'innovazione sociale, le industrie creative e l'imprenditorialità culturale - Strategie innovative per la rigenerazione creativa e culturale del patrimonio industriale	FSE - Assegno Fondo Sociale Europeo – D.D.R. n. 88 del 07/06/2016 di durata 12 mesi cod. 2122-37-2121-2015
RECCHIA Giuseppe Antonio (2018)	IUS/07	Tecnologie, web e lavoratori digitali: come impatta la quarta rivoluzione industriale sui modelli di regolazione del lavoro subordinato e autonomo	€ 15.751,45 progetto MAN.IBPMS2012 anticipata n. 29650/2017; € 6.296,05 finanziamento di Ateneo ex delibera Consiglio di Amministrazione del 09/06/2017 € 1.749,50 progetto MRGLOLIVOTTO
RUZZA Alessandro (2016)	SECS-P/07	Metodologie, schemi di analisi e strutture di rendicontazione innovative a supporto del processo di formazione del documento istituzionale: Relazione sulla Gestione Esercizio 2013 – Analisi dei bilanci delle ASS del Veneto. Oltre l'informazione finanziaria. Verso una prospettiva di reporting integrato nelle aziende sanitarie"	Convenzione Quadro Regione Veneto + Dipartimento
RUZZA Daniel (2018)	SECS-P/07	L'Intelligenza Artificiale come moltiplicatore di competitività per l'impresa - Tecniche di Machine Learning per l'analisi predittiva dei malfunzionamenti e per la manutenzione programmata	FSE - Assegno Fondo Sociale Europeo – D.D.R. n. 522 del 31/05/2018 di durata 12 mesi cod. 2120-13-11-2018
SGIAROVELLO Martina (2017)	SECS-P/07	Processi di innovazione e strategie di Osservazione presso due aziende manifatturiere venete. I casi Zamperla S.p.a. e Foscarini S.p.a - Analisi di scenario e processi di innovazione strategica nell'ambito del mercato delle gioiellerie elettriche	FSE - Assegno Fondo Sociale Europeo – D.D.R. n. 514 del 02/05/2 di durata 12 mesi cod. 2120-22-2216-2016
SILVERIO Matteo (2017)	SECS-P/07	Progettazione, attuazione e analisi di un processo innovativo di circular economy all'interno delle sedi dell'Ateneo	Fondi di Ateneo - progetto sostenibilità
SILVESTRI Daniela (2018)	SECS-P/08	Cross-national knowledge networks and knowledge sourcing strategies in turbulent business ecosystems	Dipartimento + Premio Ateneo 2016
SPEROTTO Annabella (2016)	SECS-P/07	Arte e Business. Accrescere il contenuto creativo-culturale delle imprese venete - Strategie di narrazione e comunicazione del contenuto creativo e culturale dell'economia e delle imprese venete	FSE - Assegno Fondo Sociale Europeo – D.D.R. n. 88 del 07/06/2016 di durata 12 mesi cod. 2120-29-2121-2015

SUKA Silvia Losena (2017)	SECS-P/07	L'impatto dell'Industria 4.0. sui modelli di business delle imprese del Made in Italy - L'impatto dell'Industria 4.0 nel design della strategia delle imprese dell'arredo	FSE - Assegno Fondo Sociale Europeo – D.D.R. n. 514 del 02/05/2 di durata 12 mesi cod. 2120-43-2216-2016
TAGLIABUE Stefania (2018)	SECS-P/07	Implementazione e Analisi Sociologica, Organizzativa e Manageriale di progetti di Smart Manufacturing. La democratizzazione della fabbrica digitale	FSE - Assegno Fondo Sociale Europeo – D.D.R. n. 522 del 31/05/2018 di durata 12 mesi cod. 2120-12-11-2018
TIRINDELLI Anna (2018)	SECS-P/07	L'innovazione e gli strumenti più innovativi del marketing nelle PMI e startup dell'area Italia-Slovenia	Interreg Italia-Slovenia - NUVOLAK2 project
TONIOLO Korinzia (2018)	SECS-P/07	L'Intelligenza Artificiale come moltiplicatore di competitività per l'impresa - Il ruolo dell'Intelligenza Artificiale nella definizione di nuovi modelli organizzativi e produttivi e nel design della strategia delle imprese	FSE - Assegno Fondo Sociale Europeo – D.D.R. n. 522 del 31/05/2018 di durata 12 mesi cod. 2120-13-11-2018
TREVISAN Paola (2016)	Area 13/B1	Accounting in organizational change: a practice theory approach	Dipartimento
TREVISAN Paola (2017)	SECS-P/07	Il blending di big data, small data e thick data nei sistemi di pianificazione e di controllo	Importo per 2 assegni: € 31613,33 progetto MAN.IBPMS2012 anticipata n. 29650/2017 - € 15806,67 € 7903,34 finanziamento di Ateneo ex delibera Consiglio di Amministrazione del 09/06/2017
TRIPODI Rocco (2017)	INF/01	Conceptual spaces, opinion dynamics and cultural conflict: a computational linguistics analysis	H2020 - ODYCCEUS project
VIGNOTTO Alessandra (2017)	SECS-P/07	L'impatto dell'Industria 4.0. sui modelli di business delle imprese del Made in Italy - L'impatto dell'Industria 4.0 nel design della strategia delle imprese dell'abbigliamento e del sistema moda	FSE - Assegno Fondo Sociale Europeo – D.D.R. n. 514 del 02/05/2 di durata 12 mesi cod. 2120-43-2216-2016
ZUCARO Rosita (2018)	IUS/07	L'impatto socio-economico della sperimentazione di un'innovativa tecnologia ecologica e sostenibile nell'ambito del distretto conciario veneto	LIFE - GOAST project + Fondazione Ca' Foscari

Subsection B.2 – Post-doc scholarships

According to the University regulation (DR n. 300 of 14/04/2014), Ca' Foscari University of Venice provides for their creation of Post-doc scholarship (<https://www.unive.it/pag/11701/>). They are an instrument for the recruitment of staff to be included in research groups or projects. Typically, short-term research fellowships have a duration not exceeding 12 months, unless otherwise specifies/required. Their funding should originate from outside the University, following specific agreements, contracts or contributions from public administrations, public entities or private individuals and companies.

The Department has issued overall 29 Post-doc scholarship as in the Table below.

Post-doc scholar	SSD (if available)	Research Topic	Funding sources
BERNHOFER Juliana	SECS-P/07	Mappatura strategica delle industrie culturali e creative (ICC) in Veneto nell'ambito della programmazione POR-FESR	Finanziamento L.R. n. 49/1978 iniziative dirette - D.G.R. n. 347 del 22/03/2017
BONAZZI Michele	SECS-P/08	Il link concettuale tra onnivivorismo culturale e beneficio artistico nella fruizione di arte e cultura. Approfondimenti e ricadute manageriali	Fondazione Università Ca' Foscari Venezia
BRUGNOLI Alberto	SECS-P/07	Analisi e mappatura dei comportamenti contabili delle Aziende U.L.S.S. e Ospedaliere della Regione Veneto a supporto alla predisposizione di un manuale dei principi contabili regionali per le aziende sanitarie pubbliche	Azienda U.L.S.S. 12 Veneziana
CACCIATORE Silvia	SECS-P/09	Mappatura strategica delle industrie culturali e creative (ICC) in Veneto nell'ambito della programmazione POR-FESR	Finanziamento L.R. n. 49/1978 iniziative dirette - D.G.R. n. 347 del 22/03/2017
CARLUCCI Paolo	SECS-P/07	Comunità creative per l'identità territoriale e l'innovazione sociale nelle industrie del lusso	Adecco s.p.a. (nell'ambito del progetto FSE "ICT, branding e marketing evoluto per le industrie creative e culturali del lusso" cod. 4049/1/1/784/2015)
CASIELLO Giorgia (2017)	IUS/07	Il tentativo di conciliazione nelle controversie di lavoro. Esiti e prospettive	Fondazione Università Ca' Foscari Venezia
CASIELLO Giorgia (2018)	IUS/07	Il tentativo di conciliazione nelle controversie di lavoro. Esiti e prospettive	Fondazione Università Ca' Foscari Venezia
DE APPOLONIA Giovanna (2017)	SECS-P/08	Crescere con Radio Magica	Radio Magica Fondazione Onlus

DE APPOLONIA Giovanna (2018)	SECS-P/08	Il Magnifico Museo	Radio Magica Fondazione Onlus
DE APPOLONIA Giovanna (2018)	SECS-P/08	Il Magnifico Museo	Radio Magica Fondazione Onlus
DE LEO Carolina	SECS-P/07	Borsa di ricerca applicata: valutazione dell'impatto sociale dell'impresa	FOREMA nell'ambito del Progetto FSE "Apprendimento e Responsabilità Sociale per la Competitività" cod. 1002-1-948-2016
GIANNASI Matteo (2016)	SECS-P/08	Management e Nuovo Realismo: il marketing tra postmoderno e nuove ontologie	Fondazione Università Ca' Foscari Venezia
GIANNASI Matteo (2017)	SECS-P/08	La filosofia del nuovo realismo e la sua rilevanza per il marketing	Fondazione Università Ca' Foscari Venezia
GRANATI Cesare (2017)	SECS-P/07	Valutazione dell'impatto sociale ed economico dell'impresa - Borsa di ricerca applicata Ca' Foscari	IRECOOP nell'ambito del Progetto FSE "CSR e TERRITORIO: Competitività e Sviluppo Responsabile" cod. 52-1-948-2016
GRANATI Cesare (2018)	SECS-P/07	La comunicazione dell'impatto aziendale nella prospettiva benefit - PROFILO 2	Fondazione Università Ca' Foscari nell'ambito del progetto FSE "BUMO_BEE: Business Models for Benefit Enterprises" cod. 3706-1-1267-2017
GRITTI Elisa	SECS-P/07	Borse di ricerca	CPV - Fondazione Centro Produttività Veneto nell'ambito del Progetto FSE "Comunità e ambiente responsabili nel territorio vicentino" cod. 69-1-948-2016
LAPERCHIA Carolina (2017)	SECS-P/08	Scienziati 2.0: Ebook e programmi radiofonici realizzati da una rete di scuole italiane e dedicati a scienziati del passato e del presente	Radio Magica Fondazione Onlus (nell'ambito del progetto PANN15T2_00957 finanziato dal MIUR con Decreto Ministeriale prot. 0001644-05/08/2016 come da graduatoria generale complessiva dei progetti Titolo 2 "Contributi Annuali

			per attività coerenti con le finalità della Legge 113/1991 e destinati alle istituzioni scolastiche" del Decreto Direttoriale 1524 dell'08/07/2015)
LAPERCHIA Carolina (2017)	SECS-P/08	Scienziati 2.0: Ebook e programmi radiofonici realizzati da una rete di scuole italiane e dedicati a scienziati del passato e del presente	Radio Magica Fondazione Onlus (nell'ambito del progetto PANN15T2_00957 finanziato dal MIUR con Decreto Ministeriale prot. 0001644-05/08/2016 come da graduatoria generale complessiva dei progetti Titolo 2 "Contributi Annuali per attività coerenti con le finalità della Legge 113/1991 e destinati alle istituzioni scolastiche" del Decreto Direttoriale 1524 dell'08/07/2015)
LAPERCHIA Carolina (2018)	SECS-P/08	Ascoltare per includere	Radio Magica Fondazione Onlus
PANFILO Silvia	SECS-P/07	Borse di ricerca applicata	IVL - Istituto Veneto per il Lavoro nell'ambito del Progetto FSE "Capitale sociale e comunità di valore nel veneziano" cod. 2-1-948-2016
QUINZ Anna (2016)	SECS-P/07	Innovazione dell'industria creativo-culturale attraverso le interazioni con l'arte contemporanea - RIMOD.	Adecco s.p.a. (nell'ambito del progetto FSE "ICT, branding e marketing evoluto per le industrie creative e culturali del lusso" cod. 4049/1/1/784/2015)
QUINZ Anna (2017)	SECS-P/07	I legami tra il settore del wedding, le nuove professioni creative, le strategie di comunicazione aziendale e il marketing territoriale	Azienda ATHESIA DRUCK GmbH (10.000,00 €) + SHOTS.IT (3.000,00 €)
RIVI Raffaella	SECS-P/07	Marketing evoluto nel settore del lusso attraverso lo storytelling video	Adecco s.p.a. (nell'ambito del progetto FSE "ICT, branding e marketing evoluto per le industrie creative e culturali del lusso" cod. 4049/1/1/784/2015)

RONDINA Paolo	SECS-P/07	Marketing evoluto nel settore del lusso attraverso lo storytelling video - RIMOD.	Adecco s.p.a. (nell'ambito del progetto FSE "ICT, branding e marketing evoluto per le industrie creative e culturali del lusso" cod. 4049/1/1/784/2015)
SPEROTTO Annabella	SECS-P/07	La strategia benefit in ottica interpretativa - PROFILO 1	Fondazione Università Ca' Foscari nell'ambito del progetto FSE "BUMO_BEE: Business Models for Benefit Enterprises" cod. 3706-1-1267-2017
TREVISAN Paola	SECS-P/07	Innovazione dell'industria creativo-culturale attraverso le interazioni con l'arte contemporanea	Adecco s.p.a. (nell'ambito del progetto FSE "ICT, branding e marketing evoluto per le industrie creative e culturali del lusso" cod. 4049/1/1/784/2015)
ZUCARO Rosita (2017)	IUS/07	Le influenze del diritto antidiscriminatorio sul diritto del lavoro alla luce delle ultime riforme del mercato del lavoro, con focus sul licenziamento discriminatorio	Fondazione Università Ca' Foscari Venezia
ZUCARO Rosita (2017)	IUS/07	La conciliazione vita-lavoro nel welfare contrattuale come strumento di inclusione nel mercato del lavoro e per la competitività aziendale	Fondazione Università Ca' Foscari Venezia
VENTURINI Francesco	SECS-P/07	La prospettiva benefit come 'corporate cultural responsibility' - PROFILO 3	Fondazione Università Ca' Foscari nell'ambito del progetto FSE "BUMO_BEE: Business Models for Benefit Enterprises" cod. 3706-1-1267-2017

Section C – Other departmental actions for research support

Linee guida per la compilazione

In questa sezione vanno segnalati, ad esempio:

- (co-)finanziamenti per iscrizione a convegni, organizzazione di convegni, *proof-reading*, pubblicazioni su riviste ad alto impatto, *open access*, partecipazione a bandi europei ed internazionali;
 - azioni di supporto alla ricerca che non prevedano la distribuzione di risorse a soggetti o a gruppi di ricerca specifici. Ad esempio: *Research Day*, Serie di *Working Papers*, Comunicazione della ricerca prodotta, seminari di Dipartimento, altri eventi.
-

In the three-year period 2016-2018, the Department of Management has undertaken different actions for the promotion and communication of research.

FUNDS FOR CONFERENCE FEES

Since 2016, the Departmental Council has approved a procedure that regulates the distribution of funds to encourage participation in conferences (“funds for conference fees”); it sets out access requirements and individual maximum application limits.

In particular, the following criteria have been established, in order to be eligible for funding: 1) acceptance of the paper at the conference (with peer review); 2) registration at the conference.

Reimbursement is however subject either to the publication of the research work in the Departmental Working Paper Series, which must occur within three months from the conference participation, or to the submission of the research work to an international journal with WoS/Scopus codes, which must occur within three months from the conference participation.

CO-FINANCING OF THE REGISTRATION FEE FOR THE 'RESEARCH FOR GLOBAL CHALLENGES' TEAM

The Department supports its members who seek funding on competitive calls by encouraging participation in Global Challenges Teams with a co-financing of 50% of registration fees, using the Departmental margins.

INCENTIVES FOR FUND RAISING

Starting from 2018, a fund-raising reward is included as part of the 'Project of Excellence' funds, which aims to increase the amount of funding acquired on competitive calls for tenders that would fund basic and applied research activities, technical assistance and third mission activities. The Department supports the action already implemented by the University, integrating prizes and incentives provided by the Regulations for the incentives given to researchers. The procedure for awarding the prize for research on the 'Project of Excellence' is defined in the Guidelines (link to the document). The incentive is given according to the following scheme:

Range	Incentive
-------	-----------

A: Principal Investigator – Project Leader + funded project	2% of the funding attributed to DMAN
B: Local unit manager + funded project	1% of the funding attributed to DMAN
C: Local unit manager + project declared as eligible (at least on a national basis) but not funded	Minimum value between 0.5% of the funding requested to DMAN and 1,000 EUR

The procedure for awarding incentives for the year 2018 is still ongoing.

FUNDS FOR PROOF-READING

Since 2017, a specific line of funding was allocated to support scholars of the department who need proof-reading. The procedure to allocate these funds is regulated by the Departmental Council (ref. CdD 25/01/2017).

GUIDELINES FOR RECRUITMENT

Since 2018 DMAN has decided to develop and reinforce a set of incentives based on the research output quality. Tenure and promotion criteria were also defined according to these aims: specific productivity thresholds to aim at tenured positions were clearly outlined by DMAN Recruitment Committee in the 'Guidelines for Recruitment'.

This document describes the 'minimum requirements' to apply for promotion within the Department or to join DMAN from other institutions; the most important requirement is related to research.

The Department strives to encourage and reward the quality of the research output of its members with reference to the advancement of all fields relevant to Management studies. DMAN relies on the fields and the ratings available in the last edition of the ABS Academic Journal Guide. In order to take into account the different/various research interests of the department (especially those not considered in the ABS list), this list was integrated with a limited number of highly relevant journals. The inclusion of additional journals was made based on faculty's proposals evaluated and assessed by the Research Committee and the Recruitment Committee. The new list is called 'ABS-DMAN' (<https://www.unive.it/pag/29348/>).

WORKING PAPERS

Since April 2011, the Department has been publishing two series of technical reports, one in English (*Working Paper*) and one in Italian (*Research Notes*). They are accessible online through two portals: RePEc and SSRN. The following table shows the number of papers published in the two series during the three-year period considered.

Year	Working Paper	Note di Ricerca
2018	13	1
2017	15	5
2016	22	4

The Department mainly uses English as a language for scientific communications. For this reason, the data reported in this research report refer exclusively to the production in English.

The Department has a dedicated page on both portals, where there are also statistics of access. The RePEc portal is free, while the Department bears the cost of SSRN in view of its higher diffusion among scholars of business disciplines.

RePEc

On the portal <http://ideas.repec.org/s/vnm/wpdman.html> 167 working papers have been published in total, for which RePEc certifies, in December 2019, 8.295 (722 in the last 12 months) total downloads (+17% in the last year) and 17.788 accesses to abstracts (2.894 in the last 12 months). The comparison between the overall data and the data for the last 12 months confirms the trend noted above.

SSRN

On the portal <http://www.ssrn.com/link/Universita-Ca-Foscari-Venezia-Dept-Mgmt.html> 133 working papers have been published, for which SSRN certifies 11.159 total downloads (1554 in the last year).

RESEARCH DAY

The Department Research Day is a recurring annual appointment. The event is devoted either to the presentation of the research laboratories of the Department, or to the presentation of the results obtained in the context of the FSE projects and to the presentation of the works awarded with the mentions to the research.

During the three-year period 2016-2018, the following editions of the Department Research Day took place:

- On May 27, 2016, a Lab Day was organized to present the Departmental laboratories and research centers.
- On October 26, 2016, a Research Day was organized, mainly dedicated to the presentation of the research works awarded with the mentions for the year 2015.
- On April 11, 2018, a Research day was organized mainly dedicated to the presentation of the research works awarded with the mentions for the year 2017 and to discuss research activities through an interaction with firms, public institutions and practitioners.

DEPARTMENT SEMINARS

The Department appoints one or more contact persons who coordinate the organization of the seminars during the academic year; in 2017-2018 the contacts were Giulia Baschieri (SECS-P/09) and Cinzia Colapinto (SECS-P/08). The Department hosts a minimum number of 10 "**Management lectures**" per academic year, to be held during the teaching period of the PhD program. These seminars take the form of lunch-seminars, have a duration of 1 hour, and are followed by a meeting with the PhD students of about 1 hour. Per each seminar, a professor of the Department or, in the alternative, a research fellow or a PhD student, serves as discussant.

Year	Number	Of which Management Lectures	Internal speaker (from Ca' Foscari)	External speaker (from other Universities)
2018	22	7	7	8
2017	21	7	5	9
2016	20	2	4	16

RESEARCH COMMUNICATION

The Department of Management promotes research through a wide range of communication channels to reach a target as wide as possible. On the Department website, articles, WP, Research Notes and monographs are periodically published under the menu item 'research'. Moreover, they are disseminated through the use of social networks, in particular Twitter and Facebook for the research events and LinkedIn for the research contents. For primary use, a bulletin board is updated on the first floor of the complex C1 of the San Giobbe Campus.

Currently, the followers of our pages are: Facebook 1,832; Twitter 1246; LinkedIn 724.

Section D – Other incentives

Linee guida per la compilazione

Indicare menzioni, premi alla ricerca, altre forme di incentivazione e premialità per attività di ricerca non incluse nelle sezioni precedenti.

RESEARCH MENTIONS AND AWARDS

The Department awards a mention to three research products published by its members in the previous year. The purpose of the mention is to acknowledge the quality of the DMAN's scientific production, and to promote its visibility. A prize of 1000 euros (distributed as additional research funding) is assigned to each product recognized with a mention.

Starting from 2016, the mention is given among the research products published by members of the Department in the last year that achieve a final score of 100 points. Among all the shortlisted research products, the three awards are assigned to those products with a lower number of coauthors, and in the event of equal seniority, to the members of the Department more recently hired. The awardees of the mention and of the prize present their research to the members of the Department during the Research Day.

	Mentions	Awards
2016	Corazza M., FUNARI S., Gusso R. <i>An evolutionary approach to preference disaggregation in a MURAME-based creditworthiness problem</i> . APPLIED SOFT COMPUTING 29 , 2015, 110-121.	Funari S.
	PERRI A. <i>Innovation and the multinational firm: Perspectives on foreign subsidiaries and host locations</i> . Basingstoke, Palgrave MacMillan, 2015.	Perri A.
	Pellizzari P., Sartori E., TOLOTTI M. <i>Optimal policies in two-step binary games under social pressure and limited resource</i> . ADVANCES IN COMPLEX SYSTEM 18 , 2015	Tolotti M.
2017	Girella, L.; BAGNOLI, C.; Zambon, S. <i>Exploring the conceptualisation of Intangibles in law and accounting in the USA: A historical perspective</i> , in JOURNAL OF INTELLECTUAL CAPITAL 17 , 168-184, 2016.	
	MIO, C.; FASAN, M.; Pauluzzo, R., <i>Internal application of IR principles: Generali's Internal Integrated Reporting</i> , in JOURNAL OF CLEANER PRODUCTION 139 , 204-218, 2016	Fasan M.
	Buciuni, G.; FINOTTO, V. <i>Innovation in Global Value Chains: Co-location of Production and Development in Italian Low-Tech Industries</i> , in REGIONAL STUDIES 50 , 2010-2023, 2016	
	GIACHETTI, C.; Lanzolla, G. <i>Product technology imitation over the product diffusion cycle: Which companies and product innovations do competitors imitate more quickly?</i> in LONG RANGE PLANNING 46 , 250-264, 2016.	
	LANZINI, P.; Testa, F.; Iraldo, F. <i>Factors affecting drivers' willingness to pay for biofuels: the case of Italy.</i> , in JOURNAL OF CLEANER PRODUCTION, 112 , 2684-2692, 2016	Lanzini P.
	MORETTI, A.; ZIRPOLI, F. <i>A Dynamic Theory of Network Failure: The Case of the Venice Film Festival and the Local Hospitality System</i> , in ORGANIZATION STUDIES 37 , 607-633, 2016	Moretti A.
	PERRI, A.; Peruffo, E. <i>Knowledge spillovers from FDI: a critical review from the international business perspective</i> , in INTERNATIONAL JOURNAL OF MANAGEMENT REVIEWS 18 , 3-27, 2016.	
	Whitford, J.; ZIRPOLI, F. <i>The Network Firm as a Political Coalition</i> , in ORGANIZATION STUDIES 37 , 1227-1248, 2016.	
	Isari, D.; PONTIGGIA, A.; Virili, F. <i>Working with tweets vs. working with chats: An experiment on collaborative problem solving</i> , in COMPUTERS IN HUMAN BEHAVIOR 58 , 130-140, 2016.	

2018	Ilan, Oshri; Arkhipova, Daria; Vaia, G. Exploring the effect of familiarity and advisory services on innovation outcomes in outsourcing settings, JOURNAL OF INFORMATION TECHNOLOGY	Arkhipova D.
	Bagnoli, C.; Biloslavo, R.; Edgar, D., <i>An Eco-Critical Perspective on Business Models: The Value Triangle as an Approach to Closing the Sustainability Gap</i> , JOURNAL OF CLEANER PRODUCTION	
	Böhmelt, Tobias; Bove, Vincenzo; Gleditsch, Kristian Skrede, <i>Blame the victims? Refugees, state capacity, and non-state actor violence</i> , JOURNAL OF PEACE RESEARCH	
	Bove, Vincenzo; Deiana, Claudio; Nistic, Roberto, <i>Global arms trade and oil dependence</i> , JOURNAL OF LAW ECONOMICS & ORGANIZATION	Bove V.
	Basso, Antonella; Casarin, Francesco; Funari, Stefania, <i>How well is the museum performing? A joint use of DEA and BSC to measure the performance of museums</i> , OMEGA	
	Hussain, N.; Rigoni, U.; Cavezzali, E., <i>Does it pay to be sustainable? Looking inside the black box of the relationship between sustainability performance and financial performance</i> , CORPORATE SOCIAL-RESPONSIBILITY AND ENVIRONMENTAL MANAGEMENT	
	Hussain, Nazim; Rigoni, Ugo; Orij, René P., <i>Corporate Governance and Sustainability Performance: Analysis of Triple Bottom Line Performance</i> , JOURNAL OF BUSINESS ETHICS	
	Warglien, Massimo; Knudsen ¹ , Thorbjørn; Marchiori, Davide, <i>Hierarchical decision-making produces persistent differences in learning performance</i> , SCIENTIFIC REPORTS	
	Scalera, Vittoria G.; Perri, Alessandra; Hannigan, T. J., <i>Knowledge connectedness within and across home country borders: Spatial heterogeneity and the technological scope of firm innovations</i> , JOURNAL OF INTERNATIONAL BUSINESS STUDIES	
	Biscaro, Claudio; Comacchio, Anna, <i>Knowledge Creation Across Worldviews: How Metaphors Impact and Orient Group Creativity</i> , ORGANIZATION SCIENCE	
	Camuffo, Arnaldo; Gerli, Fabrizio, <i>Modeling management behaviors in lean production environments</i> , INTERNATIONAL JOURNAL OF OPERATIONS & PRODUCTION MANAGEMENT	
	de Leone, Renato; Fasano, Giovanni; Sergeyev, Yaroslav D., <i>Planar methods and grossone for the Conjugate Gradient breakdown in nonlinear programming</i> , COMPUTATIONAL OPTIMIZATION AND APPLICATIONS	
	Caliciotti, Andrea; Fasano, Giovanni; Roma, Massimo, <i>Preconditioned Nonlinear Conjugate Gradient methods based on a modified secant equation</i> , APPLIED MATHEMATICS AND COMPUTATION	
	Claudio, Giachetti, <i>Smartphone Start-ups: Navigating the iPhone Revolution</i> , Palgrave Macmillan	
	Lusiani, Maria; Langley, Ann, <i>The social construction of strategic coherence: Practices of enabling leadership</i> , LONG RANGE PLANNING	Lusiani M.
	Ferri, Paolo; Lusiani, Maria; Pareschi, Luca, <i>Accounting for Accounting History: A topic modeling approach (1996–2015)</i> , ACCOUNTING HISTORY	

Since 2018, in the framework of the Project of Excellence, a specific award for research is assigned to members of the department for publishing in highly-ranked journals. The aim of this award is to stimulate the increase of DMAN's publications in highly-ranked and highly-visible international peer-reviewed journals. The criteria and mechanisms for the allocation of such an award are described in the Project of Excellence's Guidelines. (link to the document).

The main indicator considered is the ABS_DMAM rating of journals. Each article published by members of the department is assigned a rating according to the following scheme:

Fascia lista ABS- DMAN	Incentivo
4*	10.000 EUR
4	3.000 EUR
3	1.000 EUR

In the Department board's meeting of sept. 9th 2018, the DMAN's formulated the final allocation of the aforementioned awards: 35.900 euros were assigned to scholars of the Department for 13 publications (2 were 4*, 6 were 4, 5 were 3).

Section E – Internationalization actions

Linee guida per la compilazione

Indicare eventuali regolamenti dipartimentali di assegnazione delle risorse per finanziamento/concessione di mobilità internazionale *inbound* and *outbound* (ad esempio mettendo un link al regolamento considerato), quali sono stati i risultati delle assegnazioni e i criteri di valutazione degli stessi.

Subsection E.1 – Incoming and outgoing scholars and professors

Istruzioni per la compilazione:

- *Visiting scholars Seminar activities*: il [Regolamento di Ateneo](#) prevede che i Visiting scholar, oltre all'attività di ricerca, possano tenere anche attività di tipo seminariale. In alternativa indicare "None";
- *Visiting professors Teaching activities*: Indicare gli insegnamenti tenuti dal Visiting professor, inclusi quelli di dottorato;
- *Funding Sources*: ad esempio: Department, Prin, H2020;
- *Outgoing professors/scholars Type of mobility / Type and duration of leave*: indicare ad es.: Sabbatical leave – 1yr, Dual appointment - permanent, Research leave – 3m (congedo per motivi di ricerca). Non riportare semplici missioni.

Visiting scholars

Period	1/04/2015 - 30/04/2015
Name	CLINCH Greg
Home institution	University of Melbourne (Australia)
Research area	SECS-P/07 (prof.ssa Saccon)
Seminar activities	IFRS Adoption and analysts' earnings forecast: comparing the Australian and European Institutional contexts
Funding Sources	5000€ of Departmental Funds

Period	1/04/2015 - 1/09/2015
Name	BURGHOFF Hans Peter
Home institution	Hohenheim Universitat of Stoccarda (Germania)
Research area	SECS-P/09 (prof. Mantovani)
Seminar activities	progetto Rating Integrato
Funding Sources	at the expense of the visiting professor

Period	1/07/2015 - 31/07/2015
Name	ENGLER Daniel
Home institution	Zicklin School of Business di New York (U.S.A.)
Research area	SECS-P/08 (prof. Zirpoli)
Seminar activities	Technology evolution in the automotive industry
Funding Sources	5000€ of Departmental Funds

Period	19/05/2015 - 19/06/2015
--------	-------------------------

Name	GOTTI Giorgio
Home institution	University of Texas at El Paso (U.S.A.)
Research area	SECS-P/07 (prof. Fasan)
Seminar activities	Accounting e corporate governance: Il ruolo della variabile culturale
Funding Sources	5000€ of Departmental Funds

Period	1/07/2015 - 31/07/2015
Name	KANDUTH KRISTEN Sabine Barbara
Home institution	Alpen Adria Universitat di Klagenfurt (Austria)
Research area	IUS/12 (prof. A. Viotto)
Seminar activities	
Funding Sources	at the expense of the visiting professor

Period	1/06/2015 - 30/06/2015
Name	DELONE William
Home institution	American University (USA)
Research area	SECS-P/07 (prof. Vaia)
Seminar activities	Enterprise social media as a new tool for learning
Funding Sources	5000€ of Departmental Funds

Period	15/06/2015 - 31/07/2015
Name	BREZNITZ Danny
Home institution	University of Toronto (Canada)
Research area	SECS-P/08 (prof. Finotto)
Seminar activities	The geography of manufacturing and innovative knowledge: co-location and ecosystems of innovation
Funding Sources	5000€ of Departmental Funds

Period	23/07/2015 - 27/12/2015
Name	WILDE Simon J.
Home institution	Southern Cross University (Australia)
Research area	SECS-P/08 (prof. Vescovi)
Seminar activities	Social media marketing e web marketing
Funding Sources	at the expense of the visiting professor

Period	1/04/2016 - 30/09/2016
Name	SATORU Kimura
Home institution	Maiji University di Tokyo (Giappone)
Research area	SECS-P/09 (prof. Bertinetti)
Seminar activities	Corporate Finance: evaluation for the family business and the venture facility
Funding Sources	at the expense of the visiting professor

Period	21/10/2016 - 21/04/2017
Name	SUGITANI Yoko
Home institution	Sophia University di Tokyo (Giappone)
Research area	SECS-P/08 (prof.ssa Checchinato)
Seminar activities	Global brand management
Funding Sources	at the expense of the visiting professor

Period	1/03/2016 - 30/06/2016
Name	GARRIDO Elisabet

Home institution	Università di Zaragoza (Spagna)
Research area	SECS-P/08 (prof. Giachetti)
Seminar activities	An Analysis of innovation strategy
Funding Sources	at the expense of the visiting professor

Period	25/05/2016 - 30/09/2016
Name	BARREDA TARRAZONA Ivan Jose
Home institution	Università Jaume I di Castellón (Spagna)
Research area	SECS-P/08 (prof. Warglien)
Seminar activities	
Funding Sources	at the expense of the visiting professor

Period	12/09/2016 - 12/12/2016
Name	FERREIRA BATISTA Fábio
Home institution	Catholic University of Brasilia (Brasile)
Research area	SECS-P/07 (prof. Bagnoli)
Seminar activities	Knowledge Management
Funding Sources	at the expense of the visiting professor

Period	05/10/2016 - 5/11/2016
Name	CLINCH Greg
Home institution	University of Melbourne (Australia)
Research area	SECS-P/07 (prof.ssa Saccon)
Seminar activities	IFRS Adoption in the Australian and European Istitutional Context
Funding Sources	at the expense of the visiting professor

Period	9/01/2017 - 8/01/2019
Name	LOVREK Hans
Home institution	
Research area	SECS-P/12 – (proff. Raines e Favero)
Seminar activities	An Economic Historical Analysis of Commercial Contracts in Medieval Venice
Funding Sources	at the expense of the visiting professor

Period	Gennaio 2017 - dicembre 2018
Name	MAIDEN Neil Arthur McDougall
Home institution	City University London (Londra)
Research area	SECS-P/07 (prof.ssa Saccon)
Seminar activities	New forms of digital support for everyday and agile creativity practices in different professional work and business sectors.
Funding Sources	at the expense of the visiting professor

Period	18/04/2017 - 19/05/2017
Name	DUMAY Johannes Cornelius
Home institution	Maquire University di Sydney (Australia)
Research area	SECS-P/07 (prof.ssa Saccon)
Seminar activities	Accounting
Funding Sources	at the expense of the visiting professor

Period	28/08/2017 - 26/09/2017
Name	BRUNETTO Yvonne
Home institution	Southern Cross University (Australia)

Research area	SECS-P/07 (prof.ssa Saccon)
Seminar activities	Police Officers
Funding Sources	at the expense of the visiting professor

Period	09/02/2015 – 09/03/2015
Name	SANTAROSSA Robert
Home institution	BCIT – Vancouver (Canada)
Research area	SECS-P/07 (prof.ssa Saccon)
Seminar activities	
Funding Sources	Visiting Professor BCIT exchange

Period	1/06/2018 - 31/03/2019
Name	USUGAMI Jiro
Home institution	Aoyama Gakuin University (Giappone)
Research area	SECS-P/07 (prof.ssa Mio)
Seminar activities	
Funding Sources	at the expense of the visiting professor

Period	20/08/2018 - 21/09/2018
Name	XUEZHONG Tony He
Home institution	University Technology Sydney (Australia)
Research area	SECS-S/06 (prof. M. Tolotti)
Seminar activities	
Funding Sources	at the expense of the visiting professor

Period	3/04/2018 - 31/05/2018
Name	LAZZARO Elisabetta
Home institution	HKU University of the Arts Utrecht (Paesi Bassi)
Research area	SECS-P/08 (prof. F. Casarin)
Seminar activities	
Funding Sources	at the expense of the visiting professor

Period	1/08/2018 - 31/07/2019
Name	GIL Tiago Luis
Home institution	University of Brasilia (Brasile)
Research area	SECS-P/12 (prof. G. Favero)
Seminar activities	
Funding Sources	at the expense of the visiting professor

Period	26/11/2018 - 22/05/2019
Name	CONTU Alessia
Home institution	University of Massachusetts (Boston - USA)
Research area	SECS-P/07 (prof. F. Panozzo)
Seminar activities	
Funding Sources	ESF – Short Research Fellowship – Veneto Region Funds

Period	10/12/2018 - 22/05/2019
Name	SAMIOLO Rita
Home institution	King's College di Londra (UK)
Research area	SECS-P/07 (prof. F. Panozzo)
Seminar activities	
Funding Sources	ESF – Short Research Fellowship – Veneto Region Funds

Period	2 mesi nel periodo 5/11/2018 - 31/08/2019
Name	LAZZARO Elisabetta
Home institution	HKU University of the Arts Utrecht (Paesi Bassi)
Research area	SECS-P/08 (prof. F. Casarin)
Seminar activities	
Funding Sources	Call di Ateneo Visiting Scholar Fellowship

Period	2 mesi nel periodo 5/11/2018 - 31/08/2019
Name	GOTTI Giorgio
Home institution	University of Texas at El Paso (USA)
Research area	SECS-P/08 (prof. F. Zirpoli)
Seminar activities	
Funding Sources	Call di Ateneo Visiting Scholar Fellowship

Period	01/02/2018 – 31/03/2018
Name	CATANZARO Daniele
Home institution	Università Cattolica di Louvain (Belgio)
Research area	MAT/09 (prof. R. Pesenti)
Seminar activities	
Funding Sources	at the expense of the visiting professor

Period	01/02/2018 – 31/03/2018
Name	ZAN Luca
Home institution	Università di Bologna
Research area	SECS-P/12 (prof.ssa P. Lanaro)
Seminar activities	
Funding Sources	at the expense of the visiting professor

Visiting professors

Period	20/01/2015 - 20/03/2015
Name	DIMA Stefana Maria
Home institution	West University of Timisoara (Romania)
Scientific area	SECS-P/07 (prof.ssa Saccon)
Teaching activities	Contemporary Issues in Accounting and Auditing
Funding Sources	1.800€ of Departmental funds

Period	23/03/2015 - 9/05/2015
Name	MORO Andrea
Home institution	School of Management della Cranfield University (Regno Unito)
Scientific area	SECS-P09 (proff. Bertinetti e Mantovani)
Teaching activities	Corporate Banking (6 CFU)
Funding Sources	4.500€ of University funds

Period	15/09/2015 - 31/10/2015
Name	DONADELLI Michael
Home institution	Research Center Safe di Frankfurt (Germania)
Scientific area	SECS-P/07 (prof. Fasan)
Teaching activities	Economics of financial markets
Funding Sources	4.500€ of University funds + 2.100€ of Departmental funds

Period	1/2/2016 - 30/09/2016
Name	DE GIOIA CARABELLESE Pierdomenico
Home institution	Heriot Watt University di Edimburgo (Scozia)
Scientific area	IUS/07 (prof. Zilio Grandi)
Teaching activities	Mergers & Acquisition
Funding Sources	4.500€ of University funds + 2.100€ of Departmental funds

Period	1/02/2016 - 30/09/2016
Name	ALEXANDER David John Anthony
Home institution	Università di Birmingham (Inghilterra)
Scientific area	SECS-P/07 (prof.ssa Saccon)
Teaching activities	Contemporary Issues in Accounting and Auditing
Funding Sources	6.000€ of Departmental funds + travel expenses

Period	21/03/2016 - 23/05/2016
Name	CHAKRAVRATY Sujoy
Home institution	Jawaharial Nehru University (New Dehli - India)
Scientific area	SECS-P/08 (prof. Warglien)
Teaching activities	Value Creation and entrepreneurship
Funding Sources	4.500€ of University funds Fondi Ateneo + 2.100€ of Departmental funds + travel expenses

Period	21/03/2016 - 23/05/2016
Name	BILOSLAVO Roberto
Home institution	Adizes Graduate School (Santa Barbara - U.S.A)
Scientific area	SECS-P/07 (prof. Bagnoli)
Teaching activities	Strategy and Business planning
Funding Sources	4.500€ of University funds + 2.100€ of Departmental funds

Period	21/03/2016 - 23/04/2016
Name	MUNCHOW Detlef Alexander
Home institution	Advisor to banks
Scientific area	SECS-P/10 (prof.ssa Comacchio)
Teaching activities	Leadership organization and strategy
Funding Sources	1.800€ funds of Electrolux

Period	19/09/2016 - 31/10/2016
Name	MORO Andrea
Home institution	School of Management della Cranfield University (Regno Unito)
Scientific area	SECS-P09 (prof. Mantovani)
Teaching activities	Valuation and Corporate Financial Strategy
Funding Sources	6.049,40€ of University funds + 3.025€ of Departmental funds

Period	19/9/2016 - 31/10/2016
Name	DONADELLI Michael
Home institution	Research Center Safe di Frankfurt (Germania)
Scientific area	SECS-P/07 (prof. Fasan)
Teaching activities	Economics of financial markets
Funding Sources	6.049,40€ of University funds + 3.025€ of Departmental funds

Period	19/09/2016 - 31/10/2016
--------	-------------------------

Name	RADER Jack
Home institution	Financial Management Association - College of Business Administration e Adjunct Instructor della University of South Florida (Tampa - USA)
Scientific area	SECS-P09 (proff. Bertinetti e Mantovani)
Teaching activities	Financial Policies & Investment Strategy
Funding Sources	6.049,40€ of University funds + 3.025€ of Departmental funds

Period	6/02/2017 - 30/03/2017
Name	ALEXANDER David John Anthony
Home institution	Birmingham University (Regno Unito)
Scientific area	SECS-P/07 (prof.ssa Saccon)
Teaching activities	Contemporary issues in accounting and auditing
Funding Sources	6.049,40€ of University funds+ 3.025€ of Departmental funds

Period	6/02/2017-30/03/2017
Name	DE GIOIA CARABELLESE Pierdomenico
Home institution	Heriot Watt University di Edimburgo (Scozia)
Scientific area	IUS/07 (prof. Zilio Grandi)
Teaching activities	Mergers and Acquisition
Funding Sources	6.049,40€ of University funds + 3.025€ Departmental funds

Period	6/02/2017 - 30/03/2017
Name	METALMANN Joerg
Home institution	University of St. Gallen (Svizzera)
Scientific area	SECS-P/08 (prof.ssa Calcagno)
Teaching activities	Pragmatics and Philosophy of language
Funding Sources	6.049,40€ of University funds + 3.025€ Departmental funds

Period	09/09/2017 - 10/12/2017
Name	FOGUET Joan Manuel Batista (Adjunct Professor)
Home institution	ESADE Barcellona (Spagna)
Scientific area	SECS-P/10 (prof.ssa Comacchio)
Teaching activities	Statistics models for management studies PhD
Funding Sources	7.394€ of University funds

Period	13/11/2017 - 30/06/2018
Name	ALON Ilan (Adjunct Professor)
Home institution	Università di Agder (Norvegia)
Scientific area	SECS-P/08 (prof. Vescovi)
Teaching activities	Consumer Behaviour
Funding Sources	30.000€ of University funds

Period	21/09/2017 - 31/01/2018
Name	DONADELLI Michael
Home institution	Research Center Safe di Frankfurt (Germania)
Scientific area	IUS/07 (prof. Zilio Grandi)
Teaching activities	Economics of financial markets
Funding Sources	1.800€ of University funds

Period	27/03/2017 – 29/04/2017
Name	MUNCHOW Mike

Home institution	Advisor to banks
Scientific area	SECS-P/10 (prof.ssa Comacchio)
Teaching activities	Leadership, Organization and strategy
Funding Sources	1.800€ funds of Electrolux

Period	27/03/2017 – 29/04/2017
Name	STIKKERS Kennenth William
Home institution	
Scientific area	Roberta Dreon (Dip. Filosofia)
Teaching activities	Philosophical issues in contemporary management (insegnamento su CDL MARKETING)
Funding Sources	Funds of the Department of Philosophy

Period	26/03/2018 – 30/06/2018
Name	IANNI Antonella
Home institution	University of Southampton (Gran Bretagna)
Scientific area	prof. Pasini Giacomo (Dip. Economia)
Teaching activities	Economia Politica 2 (insegnamento su CDL)
Funding Sources	2700€ of University funds

Period	05/02/2018 – 31/03/2018
Name	MUNCHOW Detlef
Home institution	Advisor to banks
Scientific area	SECS-P/10 (prof.ssa Comacchio)
Teaching activities	Leadership, Organization and strategy
Funding Sources	1.800€ funds of Electrolux

Period	01/02/2018 – 30/03/2018
Name	BOVE Vincenzo
Home institution	University of Warwick (Inghilterra)
Scientific area	IUS/07 (prof. G. Zilio Grandi)
Teaching activities	Microeconomics 1
Funding Sources	6000€ of University funds

Period	01/02/2018 - 30/03/2018
Name	ALEXANDER David John Anthony
Home institution	
Scientific area	SECS-P/07 (prof.ssa Saccon)
Teaching activities	Contemporary issues in accounting and auditing
Funding Sources	8500€ of University funds

Period	dal 17/09/2018 e per 40 giorni successivi alla data del suo arrivo effettivo in Italia
Name	RADER Jack S.
Home institution	University of South Florida (USA)
Scientific area	SECS-P09 (prof. Bertinetti)
Teaching activities	Financial Policies & Investment Strategy
Funding Sources	5500€ of University funds + 3.500€ of Departmental funds

Period	08/05/2018 - 07/05/2019
Name	STEELS Luc
Home institution	Università di Bruxelles

Research area	SECS-P/08 (prof. Massimo Warglien)
Seminar activities	
Funding Sources	H2020 – project "Odyceus"

OUTGOING SCHOLARS AND PROFESSORS

Name	LI CALZI Marco
Research area	SECS /S06 –The probability to reach an agreement as a foundation for axiomatic bargaining
Host institution	Université Paris 2 Assas
Type and duration of mobility	Erasmus+ (22/05/2018 - 25/05/2018 travel excluded)

Name	FASAN Marco
Research area	SECS-P/07 - Language FTR and earnings management: international evidence
Host institution	Universidade de Sao Paulo (Brazil)
Type and duration of mobility	Erasmus+ ICM (24/07/2017 -31/07/2017)

Name	TOLOTTI Marco
Research area	SECS-S/06 <ul style="list-style-type: none"> - Interactions in complex economic systems: innovation, contagion and crises - Rhythmic behavior in large scale systems with an application to search and bargaining models - theory for asset pricing models (financial markets)
Host institution	University of Technology Sydney
Type and duration of mobility	Overseas (03/04/2016 - 30/04/2016)

Name	HU Lala
Research area	SECS-P/08 - International Marketing in the Chinese Market: Recent challenges and opportunities for foreign firm
Host institution	King's College of London
Type and duration of	Erasmus+ (19/03/2018 - 23/03/2018 travel excluded)

Name	HU Lala
Research area	SECS-P/08 <ul style="list-style-type: none"> - the role of digital and mobile media in the customer journey in China - Luxury brand communication on social media: A qualitative study of the Chinese - The role of digital platforms in the global business environment: the case of China
Host institution	Sophia University - Japan
Type and duration of	Overseas (19/07/2018 -31/07/2018)

Name	Nur Suhaili Binti Ramli
------	-------------------------

Research area	SECS-P/08 <ul style="list-style-type: none"> - immigrant entrepreneurship in Italy and the extension to compare the phenomenon in Malaysia - Review of Immigrant Entrepreneurship in the Southern European Countries and its Impact on Economic Growth - Marketing Strategies in the Tourism Industry: Malaysia and Italy
Host institution	University of Malaya, Malaysia
Type and duration of mobility	Overseas (12 -21 September 2018)

Name	FAVERO Giovanni
Research area	SECS-P/12 <ul style="list-style-type: none"> - Quantifying economic development and city policies: sustainability or generalization of ad hoc and targeted actions? - The urban logistics network. Cities, transport and distribution in Europe from the Middle Ages to modern times &quot; - Applied microhistory: A workshop
Host institution	Université Paris 1 Panthéon Sorbonne
Type and duration of mobility	Erasmus+ (10/03/2016 - 16/03/2016 travel excluded)

Name	FAVERO Giovanni
Research area	SECS-P/12 <ul style="list-style-type: none"> - research activity focused on a project aiming at assessing the influence of economic forecasts on business decision taken between 1920s and 1929s. - networking with colleagues at the HBS Business History Group (Geoffrey Jones, Walter Friedman, Robert Fredona and Sphus Reinhardt); - elaboration of article based on the archival research findings; - submitted application for a fellowship at the Radcliffe Institute for Advanced Studies of the Harvard University in order to enlarge the comparative study research; - participation in (a) panel coordinated by Robert Fredona at the latest EBHA conference in Rotterdam (29-31 August 2019)
Host institution	Harvard Business School - Boston
Type and duration of mobility	Thomas K. McCraw Visiting Fellowship in US Business History (01/09/2018 - 15/11/2018)

Name	COLAPINTO Cinzia
Research area	SECS-P/08 <ul style="list-style-type: none"> - Goal Programming Models for Managerial Strategic Decision Making, Applied Mathematical Analysis: Theory, Methods, and Applications Editors - Environmental sustainability and multifaceted development: multi-criteria decision models with applications
Host institution	Khalifa University – Abu Dhabi - Emirati Arabi
Type and duration of mobility	Visiting Khalifa University e INTERNATIONAL CONFERENCE ON MEDIA AND COMMUNICATION (ICMC 2018) (05/03/2018 -30/03/2018)

Name	LANARO Paola
Research area	SECS-P/12 - research on European arsenals, the Italian one in comparison with the Brest one in the modern age
Host institution	EHESS École des hautes études en sciences sociales - Parigi
Type and duration of mobility	Visiting Professor (06/03/2018 -23/03/2018)

Name	LANZINI Pietro
Research area	SECS-P/08 - sustainable mobility in Florianopolis - "Commuters' behavior in a shifting paradigm: a Brazilian case study and avenues for future research"
Host institution	Universidade do Estado de Santa Catarina, Florianopolis, Brazil
Type and duration of mobility	Overseas (29/11/2017 – 05/12/2017)

Name	LANZINI Pietro
Research area	SECS-P/08 - consumer behavior - empirical investigation on the determinants of travel mode choice in Russia
Host institution	National Research University - Higher School of Economics (HSE)
Type and duration of mobility	Overseas (30/08/2018 -13/09/2018)

RESEARCHERS ON SABBATICAL OR RESEARCH LEAVE WITH NO MOBILITY

Name	ZIRPOLI Francesco
Research area	SH1_10- Post merger integration - Network governance - Automotive industry
Type and duration of leave	Sabbatical leave – 1YR (01/10/2018 -30/09/2019)

Subsection E.2 – Other actions or internationalization incentives

Section A – External evaluation of Research activity

Subsection A.1 - Evaluation Unit

Evaluation provided by the Ca' Foscari Evaluation Unit (Nucleo di Valutazione)

Linee guida per la compilazione

Riportare giudizio del Nucleo di Valutazione. Indicare i verbali o le relazioni del Nucleo di Valutazione dove sono formulati i giudizi.

The Department of Management was subject to an evaluation by the Assessment Board (*Nucleo di Valutazione*) and by the *Presidio della Qualità* on September the 15th, 2017. The evaluation was conducted according to the guidelines of the Italian Higher Education Quality Assurance system (AVA, <http://www.anvur.it/attivita/ava/>) which evaluates the solutions adopted by the department in the design, management, self-evaluation and improvement of its scientific activities. The full report of the evaluation is available online. We summarize and discuss the most relevant remarks below.

Remark: R4.B.1 – Definition of the Strategic plans

The analysis of the documents indicates good contents and relevant research initiatives. However, it is suggested to further enhance the link between the definition of the strategies and the department development plan. [...]

The research was also used in internal rankings for progressions [...]

The objective of the recent years has been to increase the productivity of scholars and the products quality, also thanks to the awards provided by the Department. With the VQR in mind, the aim is that of increasing the publication score of the entire faculty to “good” or “excellent” levels.

The Department is invited to produce documents explaining the decisions taken, in particular by linking the choices to specific circumstances and factual considerations. Moreover, the department is invited to provide documented evidence of these links.

Remark: R4.B.2 – Valuation of results and enhancements

The analysis of this point shows that the self-assessment document provides evidence of the improvements, which are described in detail in the annual research report. In particular, the development of initiatives specifically aimed to new recruits is positive. However, it is suggested to describe those initiatives with further details, providing extensive descriptions of the contents and a more detailed description of how the research of the department informs third-mission activities.

Remark: R4.B.3 – Definition and communication of the criteria of funding distribution *As seen before, the department uses two sets of criteria in its recruiting and career advancement policies: the first is the ratio between faculty belonging to different disciplinary areas and number of courses taught; the second is the research performance of each disciplinary area represented in the department. The self-assessment report is quite synthetic on these aspects and does not provide enough elements to prove that choices underpinning the allocation of resources are based on criteria consistent with the strategic lines of the department and of the*

University. The department is praised in the documents for its good practices in terms of research grants and in terms of the organization of seminars. Both the practices should be better described and detailed in the self-assessment document.

Review of Departmental policies according to:

The Department has considered the critical issues emerged and acknowledged the importance of a proper formalization of the documents, integrating analyses and data. With reference to point R4.B.1, the Research Report 2019 and, more in detail, the first section of this document, recall the department research goals and their link to the department's development plan and indicators (Part IV, subsections B.1).

With reference to point R4.B.2, the suggestion was accepted by the Department and the various initiatives taken to promote research have been described in more details.

Furthermore, the department has already introduced a set of indicators (reported in PART IV subsection B.1 of this document) that will be monitored over time to verify the achievement of the objectives.

As regards the comments of the Advisory Board, we summarize and discuss the most relevant critical issues emerged below.

Reviewer 1

- 1. The department looks a bit static when it comes to hiring. If I read the document correctly, the new hires are only in the category of fixed-term researchers, with no new hires in the full or associate professors ranks. While hiring new junior colleagues is certainly critical to increase research productivity and standing, it is equally vital to hire outstanding associate and full professors who can attract other excellent faculty members.*

The comment touches on a sore point. The Department cannot offer top-ups to the state-mandated salaries; combined with the high cost of living in Venice, this impairs its competitiveness. Another element of friction is the reluctance to adopt English as the primary language for official meetings and internal documents, which raise another barrier to entry. In 2019, using funding from the Progetto di Eccellenza, the Department has hired a new Full Professor (formerly at LUISS Rome).

- 2. the seminar series do not seem very active. Hosting faculty members from other universities for seminars and lectures help raise the dept's visibility and create research collaborations. The dept should be a more pro-active along this dimension*

First, it is necessary to highlight how data in the 2018 report contained an error. In fact, the total number of seminars of the department in 2017 was 21 and not 14 as erroneously reported. This number is in line with that of previous years. Second, it was a choice of the department to reduce the number of management lectures (8-10 per academic year) to try to increase the number of participants and to increase the quality of lectures.

It is also important to highlight how the data shown in the table underestimate the moments/events that the department dedicates to the discussion and the dissemination of research. From September 2018 the department started monitoring all these activities.

Finally, with the development of the new research area linked to the excellence project (Artificial Intelligence for Management), DMAN is already planning further seminars that can also be financed through the funds of the project.

- 3. it is very good to see that the research output in Journals has increased both in terms of quantity and quality over the 3 years period. Thus the dept is on the right track to reach academic standards comparable to the ones of Management depts in Europe. However, more incentives should be provided also to make the faculty members apply for competitive grants (ERC, PRIN, others) because the dept does not seem to have any prestigious grant hosted so far.*

As indicated in this report, DMAN in the 'Excellence project' has elaborated a strategy to increase access to external research funds, in particular through an incentive for fund-raising. It should be highlighted how the University policies have stimulated the participation to European calls through incentives for fund-raising and through the support of *technologies*. The results of these incentives / actions are reported in the last section of the report.

- 4. The document indicates some actions to be taken but I find this part of the document not much focused. I would choose 3 or 4 priorities for the dept and then convey all the resources to reach these goals instead of describing a set of several actions. Resources are scarce and, hence, the dept should choose its true priorities and explain clearly how it plans to reach them.*

We reported all the actions taken by the department as requested by the Evaluation Unit (see Part IV, subsection A.1). The department is considering to eliminate some actions (e.g. proof-reading) to strengthen others which probably better help to achieve the department's goals.

Reviewer 2

- 5. the growth (of scientific production) is not evenly distributed across different disciplinary fields, suggesting that stronger, high quality external recruitment may be especially relevant in scientifically weaker groups.*

The growth to which the reviewer refers is related to the publications included in Scopus and WoS repertoires. It should be stressed that the department consists of 14 disciplinary sectors which refer to 4 different areas, area 13 (Economics and Statistics), area 1 (Mathematics and Informatics), area 7 (Agricultural and Veterinary Sciences) and area 12 (Law) and only some of these are bibliometric.

The recruitment guidelines adopted by the department starting from 2019 and new incentives related to the quality of research probably are likely to reduce this gap for some disciplinary field.

- 6. top 10% WoS/Scopus publications are mostly concentrated in the "full professors" group, while researchers show the highest productivity in terms of more broadly indexed products (WoS/Scopus). Looking at the distribution of the per capita publications, one finds a low level of scientific productivity in the "associate professors" group. This should raise a serious reflection in the department.*

Looking at the first table of Part II, subsection B.3 it is possible to observe how in the three-year period considered (2016-2018) the average per capita indexed publications of Associate Professors is around 3.5 compared to 2.3 of Full Professors, 2.8 of Researchers and 2.2 of Fixed-Term Researchers.

- 7. the number of department members has grown during the reporting period. However, internal promotions (17) have overwhelmed external hires (5). Most promotions have been to the associate professor position. Newly promoted associate professors have a reasonably high productivity in terms of indexed publications, but a low one in terms of top 10% publications.*

Compared to the previous three years, tables reported in Part II, subsections B.4 show that in the period 2016-2018 the number of newly recruited researchers (15 of which 4 Associate Professors and 11 Fixed-Term Researchers) is higher than promoted researchers (10).

As far as the productivity of Associate Professors is concerned, based on the data in section B.3 e on the data contained in tables 3 and 4 in section B.4, the following indicators can be developed:

FACULTY	In staff	In Scopus	Scopus scholarly output	Citation count (2016-2018)	Citation per publication	Top 10 citation percentile (%)
Full Professors	22	19	52	312	6,0	19,2
Associate Professors	26	23	91	525	5,8	16,5
Newly Recruited Ass. Prof.	4	4	38	289	7,6	23,7
Promoted Ass. Prof.	3	3	19	114	6,0	15,8
(New+Prom) Ass. Prof. / Ass. Prof	$(4+3)/26$ = 0.269	$(4+3)/23$ = 0.304	$(19+38)/91$ = 0.626	$(114+289)/525$ = 0.767	7.6 > 5.8 6.0 > 5.8	23.7 > 16.5 15.8 ~ 16.5

This, in the 2016-2018 period, the ratio between newly hired associate professors and the total of associate professors was $(4+3)/26$. If the same ratio is calculated on the scientific product categories illustrated in the previous table, what emerges is that Newly hired+promoted associate professors had a productivity that equaled that of associate professors already working in the department, both in terms of quality and quantity. Thus, the hiring of the department was in line with the aim of increasing the quality of research and of the publication outlets in particular.

8. *Internationalization seems to be another active but under-documented aspect of the Department of Management. [...] Little else is known from the report about the internationalization of research in the Department. In particular, there seems to be no information about the outgoing mobility of the Department members and their participation to international projects.*

The internationalization of research and in particular the outgoing mobility of the Department members is difficult to be documented. DMAN is trying to monitor systematically these activities. For this report, moving from the information received from the university's international relations office, we reconstructed the outgoing mobility financed by university funds and integrated it with long-term research missions. The data are reported in subsection E.1.

As far as the participation to international projects is concerned, in this report we introduced the table in Part IV subsection B.1 which summarizes the international projects financed in the three years.

9. *The scarcity of opportunities of debate and of scientific ideas sharing seems an important weakness emerging from the report. Department seminars have steadily declined in number – and even more so the presence of external speakers*

See comments under point 2.

10. *Department working papers remain very few, suggesting a quite occasional use of such diffusion medium.*

The department started pondering the issue.

Section B – Self-evaluation of Research activity

Subsection B.1 - Indicators

Linee guida per la compilazione

Riportare eventuali indicatori (e i loro valori) che vengono utilizzati in fase di autovalutazione differenti da quelli già presentati nella Parte II. Ad esempio, gli indicatori considerati nei piani di sviluppo triennali dei dipartimenti e criteri specifici (anche qualitativi) di valutazione.

In the **Department development plan**, with reference to the indicators of the University strategic plan, the following objectives over the period 2019-20 are included:

1. Total amount of research funds

BASELINE (2015): 0,00 euro/year from European projects on competitive calls (in 2016 euro 608.937; in 2017 euro 545.035)

TARGET: 800.000,00 euro/year from projects on European competitive calls

Title	Call	Income (euro)	Year
CROSSMOBY - Mobility and Transport Service Planning- Pianificazione della mobilità e servizi di trasporto passeggeri, sostenibili e transfrontalieri, all'insegna dell'intermodalità	INTERREG ITALIA-SLOVENIA	390.000	2018
Traditional Industries and the Fourth Industrial Revolution: New Trends in the Creation and Protection of Innovation in the Global Automotive Industry	EPO European Patent Office – Call for proposal “Academic Research Programme”	61.400	2018
Dancing Museums. The Democracy of Things	Creative Europe - 2018 EACEA 32/2017	32.500	2018
SMATH - Smart atmospheres of social and financial innovation for innovative clustering of creative industries in MED area	Interreg - MED	286.860	2018
ArTVision+ - Enhancing touristic development and promotion through prism of culture	Interreg - Italy Croatia “Standard Plus”	139.485	2018
ODYCCEUS - Opinion Dynamics and Cultural Conflict in European Spaces	H2020-FETPROACT-2016-2017	608.937	2017
GOAST - Green Organic Agent for Sustainable Tanneries	LIFE	50.465	2017

NUVOLAK2 - Strumenti di marketing innovativi per la competitività globale e lo sfruttamento delle sinergie tra PMI nell'area transfrontaliera	INTERREG SLOVENIA	ITALIA-	208.982	2017
CAB - Acceleratore d'impresa transfrontaliero per le Strategie di Specializzazione Intelligente	INTERREG SLOVENIA	ITALIA-	200.000	2017

2. Interdisciplinary research level

BASELINE (2015): -- project not started

TARGET: maintenance of the current % of faculty registered and actively involved on RFCG teams (46%), in face of new entry

In 2019, 34 professors out of 73 were involved (46.6%); some professors join multiple teams - the final achievement of the objective will be assessed at the end of the three-year period. The percentage of joining teams by researchers / RTDs and in general of new recruits is lower than expected; the problem was reported to Aric and, like DMAN, membership of the teams was promoted through the Research Committee.

3. Number of ERC and MSC

BASELINE (2015): 0

TARGET: 1 ERC or 1 MSC

4. Total research production

BASELINE (2015): no. 33 publications in WoS; no. 33 publications in SCOPUS

TARGET: in the next 2 years (2019-2020) +10% on WoS; +10% on SCOPUS with respect to 2017.

Furthermore, within the Project of Excellence, for the part concerning research, the following indicators and objectives have been identified:

1. Development of a new IAM research area

Indicator: division into ABS ranges of the publications of the teaching staff belonging to the IAM area.

Objectives: passing, by new recruited teaching staff, of the DMAN median of publications in classes 4 * or 4 ABS.

2. DMAN scientific productivity

Indicators: number and quality of publications.

Objectives: at least 15 publications in class 4 *, at least 15 class 4, at least 30 class 3. The intermediate objective at the end of the first two years is at least 4 class 4 * publications, at least 4 class 4, at least 12 class 3.

3. DMAN fundraising

Indicator: funds allocated.

Objectives: € 2,500,000 at the end of the five-year period 2018-2022. For monitoring purposes, the intermediate objectives at the end of the first two years is 900,000.

Subsection B.2 – Review of the Departmental Research activity

Linee guida per la compilazione

- La riflessione auto-valutativa del Dipartimento va posta in relazione a quanto riportato nelle Parti I, II e III della presente relazione e delle azioni correttive previste nella relazione precedente.
 - La riflessione dovrebbe comprendere un'analisi dell'andamento degli indicatori della Parte II negli ultimi (almeno) tre anni e del livello di raggiungimento degli obiettivi triennali del Dipartimento.
 - È opportuno specificare le criticità ma anche i punti di forza o semplicemente gli aspetti su cui non si ritiene di dovere intervenire in modo specifico perché, ad esempio, i risultati raggiunti sono già in linea con le linee di sviluppo del Dipartimento.
 - Va rendicontato attentamente lo stato di avanzamento delle azioni correttive previste nella relazione precedente, giustificando l'eventuale mancata attuazione di alcune di esse.
-

Analysis of results and qualitative report on significant research achievements and critical issues during the reporting period.

Regarding the **first objective (reinforce and increase the scientific production and quality)**, the Department has decided to change the policies for the allocation of the research funds, introducing evaluation criteria that recognize the importance of publishing in English and of being visible in major international repertoires. Starting from 2019, the department adopted guidelines for recruitment and to allocate additional awards for research. Furthermore, to achieve the first objective, DMAN continued to consolidate a number of tools in the three-year periods: the co-financing of FEE to encourage active participation to conferences, proof-reading, the organization of the Research Day to communicate its research internally and externally.

The data reported in part II - section B.1 on the overall scientific production of DMAN highlight an increase in total scientific production, in particular a +32% in 2018 compared to 2017 and a +18% in the three years. It is interesting to notice that the number of articles on journals is increasingly higher compared to other types of publications, except in 2018.

Focusing on indexed publications (Subsection B.3), it is clear how the quality of scientific production has been growing. In particular, the percentage of the faculty members who are present in Scopus rises from 82% to 86%. Indicators relating to FWCI, Top 10 citation percentile, Top 10 CiteScore grew over the three-year period.

The critical issue that emerges is the decrease of the total number of outputs in the last year (to be verified). As far as the scientific production of new hires is concerned, data (Subsection B.4) show an attitude for high quality scientific production in particular with reference to the Associate Professors for whom more than half (61%) of their research products in indexed in Scopus; lower is this percentage (19%) for the new recruited Fixed-Term Researchers.

To guarantee a high quality in the recruitment process, the department has adopted guidelines with minimum qualification thresholds. In particular, there are thresholds which will come into force starting from 2019, for each of the different types of faculty members.

With reference to the research of PhD students, there are three positive results concerning the XXIX, XXX, XXXI, XXXII, XXXIII and XXXIV cycles. PhD students' papers have been accepted in important international management conferences, often with double blind peer reviews (Academy of Management, Egos, Euram), or in high-level specialized international conferences.

PhD students have further distinguished themselves pursuing several awards such as: the ADEIMF 2016 award, the best reviewer award EURAM 2016, the best reviewer at the Academy of Management Conference in Atlanta

2017, the Best Paper Award of Annual International Ethnography Symposium in August 2017, the Tony Beasley doctoral award at British Academy of Management conference 2017 and, finally, the Best paper award in the track of Marketing at AIMAC Conference in Beijing in June 2017., the best paper award R&D management conference 2019, best paper AOM 2018 and 2019 and finalist best paper Entrepreneurship AOM 2019, furthermore in 2017 and 2019 two mentions in EDAMBA Thesis Competition

Finally, it is worth mentioning that the PhD students succeed in publishing some of their papers on leading journals. E.g. two of their papers appeared among major publications in 2016, in the Journal of Business Ethics and Academy of Management Journal. Furthermore, in 2017 their publications appeared in Organization Science, Applied Economics, and in the Journal of Retailing and Consumer Services.

According to the data reported this Department's choice shows undoubted benefits, represented by a better positioning of publications in international repertoires. The gradual adjustment of the criteria has accompanied a progressive convergence of research practices towards the proposed objectives and to international standards.

With regard to the **second objective (increasing the ability to access external research funds)**, the Department is moving towards the target identified also in the development plan, thanks to the participation in competitive calls, the presentation of projects concluded with positive results and the agreements/conventions stipulated with private and territorial entities for research activities. The analysis of the data, particularly of 2018, shows the excellent results obtained (see table in Part IV, Subsection B.1). Furthermore, in 2019 the Department achieved the target related to Marie Curie grant: 2 projects with supervisor members of the faculty have been funded.

It should be noted that a PhD in the Department has obtained the Marie Curie grant and she has started working on her research project at the Copenhagen Business School.

With regard to the **third objective (reinforcing the potential of Research)** from the analysis of the data a positive trend emerges for the number of checks activated in the Department, a significant share of which are on external funds. Among the strengths - aspect emphasized during the hearing, - we highlight the policy adopted by the department for the research fellowship, with selection based on the research performance of the proposing groups and ex-post monitoring of the achievement of the minimum targets.

improvement actions (including a staffing plan addressing future recruitment and areas to be targeted, cofounding opportunities, provision for start-up funds and equipment, etc.). Progress of the improvement actions foreseen in the previous relation.

Recruitment is one of the crucial areas addressed by the "Excellence project". Specifically, the intent of DMAN is that of improving its standing through a policy incorporated in the CORE Guidelines defining the expected record of publications and the proficiency in teaching and service to aspire to the position of associate and full professors. The process is articulated as follows:

1. The director of the department opens an annual call for DMAN's researchers and associate professors to signal their possession of the expected level of qualification and of the national habilitation. The call is open annually from January the 1st to January the 31st;
2. Within one month from the closing of the call, CORE certifies that the candidates meet or exceed the publication thresholds and certify the possession of the teaching and service qualifications to aspire to

promotion. CORE elaborates a comparative assessment of the internal candidates and sends it to the department for approval;

3. Based on the resources allocated to the department and based on the objectives specified in the development plan, the department decides on the timing and areas of the calls for hiring that will be open to the internal members and external ones;

4. Based on the development plan, specific calls might be reserved exclusively to external candidates.

The procedure for the year 2020 is still ongoing.
